

THE INTERNATIONAL  
**Teamster**  
DEDICATED TO SERVICE

January 1982





## MESSAGE FROM GENERAL PRESIDENT ROY L. WILLIAMS

THE NEW YEAR will usher in a new session of Congress with a very busy schedule that is certain to consider much legislation important to Teamsters and all of labor.

High on our list of important matters is opposition to anti-union efforts to amend the Hobbs Act. Recently the Teamster General Executive Board met with President Reagan and we expressed our strong sentiment against any new legislation which would apply the federal extortion law to strikers in a labor dispute.

It is our feeling that in situations where violence does occur, sufficient legal remedies exist under federal and state criminal laws and the National Labor-Management Relations Act.

We, of course, unequivocally oppose any and all threats or acts of violence, regardless of who commits them or in which context they occur. The law as it now stands already provides full remedies for any instances of random violence that occur without denying workers their legitimate rights or subjecting them to double jeopardy punishments.

Your greatest strength as a union member is your right to strike for better wages, hours and working conditions. It is a right currently guaranteed by federal law. You have the right to walk a picket line. You have a right to carry a sign announcing your position in a peaceful manner.

Now the union-busters want to destroy workers' constitutional right to picket and put the federal government in the business of policing picket lines—but only on the side of the employers. Through proposed legislation, they are seeking to overthrow the Supreme Court and prosecute workers involved in picket line fistfights under harsh federal laws. Employers or their scabs, however, would still be subject only to less severe local or state penalties.

This legislation which would amend the Hobbs Act would cause a great injustice to American workers by subjecting them to both state criminal laws and federal penalties which are vastly

disproportionate to the act committed.

I urge all Teamster members to write their Congressman and Senators to oppose H.R. 450 in the House of Representatives and S. 613 in the Senate. Anti-union groups are pushing these bills. Your opposition is your only defense against these people, and you must exercise it because the battle is focused on your right to strike peacefully.

Recently we have received many cards and letters from members expressing their concern and opposition to this legislation. Now it is imperative that we let Congress know where we stand. Your rights are in their hands.

In the coming new year we will be reporting often on this legislative matter and other issues before Congress that are important to Teamsters and working America. We will keep you well informed. I wish for all of you the best new year filled with peace, prosperity and personal happiness.

Fraternally,

*Roy L. Williams*

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# THEY'RE HEAD-TO-

Teamsters Begin  
Negotiations  
For New  
Master Freight Pact



# CO-HEAD AT THE GATE



With industry representatives at left and Teamster negotiators on the right, negotiators began their bargaining for a new National Master Freight Agreement in earnest December 1, in Washington, D.C.

BARGAINING for the Teamsters' new National Master Freight Agreement officially got under way last month as union and industry negotiators December 1 got down to the nuts-and-bolts business of hammering out a new agreement to cover Teamsters employed in this vital American industry.

Preparations for the talks have been going on for several months, but December 1's meeting was the first time negotiators exchanged their proposed actual packages.

Roy L. Williams, general president of the International Brotherhood of Teamsters, and Arthur H. Bunte, Jr., president of Trucking Management, Inc., noted at the opening session that deteriorating conditions in the trucking industry which have resulted in the loss of some 120,000 Teamster jobs in recent months due to layoffs and business failures, had necessitated the early reopening of the current National Master Freight Agreement, which normally would expire March 31, 1982.

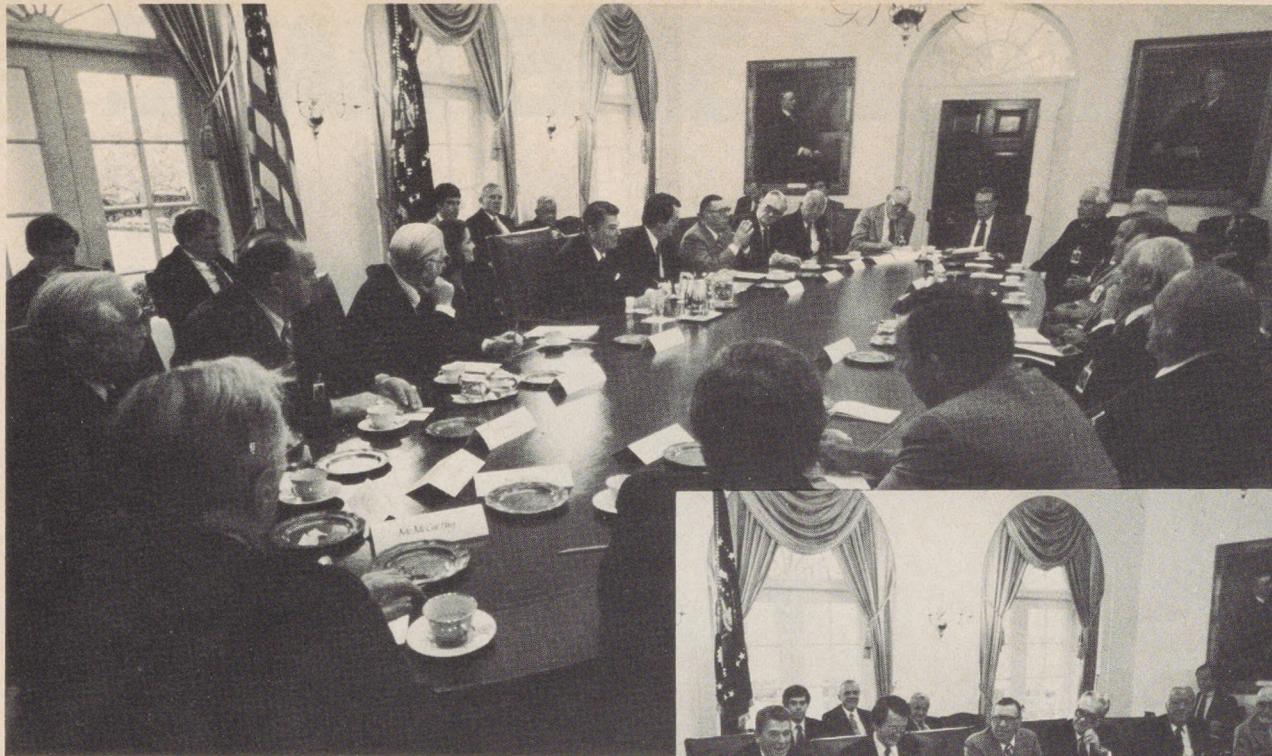
Negotiators currently are bargaining on a new agreement to cover the contract period commencing April 1, 1982. On August 27, TMI requested the early reopening, to which the IBT negotiating committee agreed on September 14. Contract talks formally opened November 5 in Chicago.

Williams and Bunte, chief negotiators for the opposing sides in the trucking talks, blamed current conditions in the industry on trucking deregulation legislation enacted last year by Congress and on adverse conditions brought about by a weak economy.

Negotiators said that their efforts at the bargaining table will be directed at reaching an agreement that will enable NMFA companies to compete in a deregulated climate and to survive in the marketplace.

On the negotiations, Williams has stated: "I have said all along that we don't intend to give anything away. We intend to maintain what we have. We will protect our membership and their livelihoods at any cost. As negotiators we would like to keep those who are working on the job, and we would like to get those who have been laid off back on the job."

The National Master Freight Agreement, which covers approximately 300,000 drivers, warehouse, office and maintenance shop employees, sets forth the overall economic terms of the contract. The thirty-one supplements in over-the-road, local cartage, iron and steel, office and garage employees and special commodity operations spell out local wage rates, work rules and operational aspects and are negotiated concurrently.



## LABOR & REAGAN MEET TO DISCUSS KEY ISSUES

MEMBERS of the general executive board of the International Brotherhood of Teamsters journeyed to the White House last month where they met privately with President Reagan to discuss the nation's economy and other matters related to labor.

IBT General President Roy L. Williams, accompanied by 20 other members of the union's board, met with Reagan on December 1. Administration spokesmen said the meeting with the Teamsters, and a subsequent one with representatives of other unions, affiliated with the AFL-CIO, had been called because the President wants to improve communications with organized labor. Administration sources also conceded that since 1982 was scheduled to be a year of heavy labor bargaining, that this, too, might be a topic of discussion.

Speaking on behalf of the Teamster board, Williams after the meeting with the President said: "We had a fine meeting with the President, and we appreciate the opportunity he gave us to listen to his programs. We also appreciate the time he took

to listen to the problems that affect our union."

Williams told the President that the Teamsters hope the administration succeeds in its efforts to stabilize the economy.

"We assured the President that in our upcoming negotiations which begin today for the National Master Freight Agreement, affecting some 300,000 Teamsters, that we will be as reasonable as conditions will permit us to be, but that we will continue to protect the interests of our members and their families. We are going to do what is best for our members and their families in the best way we know how," Williams commented.

"One very serious concern that confronts us as we negotiate this new contract," Williams continued, "is the effect of deregulation of the trucking industry. Some 120,000 or more of our members have been laid-off in the past year. We need our government to stop programs which are taking away our jobs, reducing our wages and endangering the safety of our members," he told the President.

At top, IBT General President Roy Williams discusses some of the problems the union has with current economic conditions during the Teamsters' December 1 meeting with President Reagan. Above, President Reagan asks for labor's help in getting the economy back on track. Flanking the President at right are Labor Secretary Raymond Donovan, Williams, and Teamster Vice Presidents Louis Peick, M. E. Anderson and Harold Gibbons, who were joined by General Secretary-Treasurer Ray Schoessling and other general executive board members at the meeting.

Williams and the executive board also expressed a grave concern over the plight of Teamster members that are employees in the Airline Industry. "We have had over 6,000 Teamster employees laid-off due to the rapid decline in the airline industry. We see no winners in this decline of the airline industry, just our union members without jobs," Williams commented.

Williams and the Board also expressed their strong support for the Davis-Bacon Act and requested that the Reagan Administration join in supporting union members by opposing amendments to the Hobbs Acts.

On the White House meeting with the President, Williams concluded, "We appreciate the very difficult task the President has ahead of him. We feel he is a strong leader and has the ability to lead our country in the right course and the Teamsters want to be part of the solution toward creating a better economy and an improved quality of life for all Americans."

## WE'RE BEHIND YOU, POLES!

DEEPLY saddened to hear of deteriorating conditions in Poland for workers and members of the union, Solidarity, IBT General President Roy L. Williams on December 16 offered Teamster members' sympathy and support for workers involved in the conflict with their government over their right to organize and bargain for workers.

Williams expressed his concern over the recent developments in Poland, including the reported arrests of hundreds of trade union leaders and pledged the Teamsters' continued "moral support for the Polish workers union, Solidarity."

*"The people of Poland are entitled to a free labor movement, including the right to negotiate fair labor standards and benefits for the working men and women of Poland," he said. "The Polish people ought to have the rights of free association, assembly and free expression."*

The Teamsters Union is closely monitoring the situation abroad. Polish workers and Teamster members of Polish descent who, we are sure, are suffering emotionally along with their countrymen, have our deepest sympathy, concern and encouragement.



## TEAMSTER NAMED TO COMMISSION POST

PAUL LOCIGNO, director of research for the Ohio Conference of Teamsters and a legislative agent for Ohio DRIVE, was named by President Reagan in late November to serve as a member of the National Commission for Employment Policy.

Locigno's was one of seven new presidential appointments recently announced by the White House for the Commission, which is responsible for advising the President and Congress on national employment and training issues. The Teamster was appointed to a term expiring May 25, 1983, succeeding former Commission Chairman Dr. Eli Ginzberg of Columbia University.

## CHANGE IN STATUS-QUO COMES ON PATCO SITUATION

ALTHOUGH the Teamsters didn't expect miracles when they went to the White House, they were pleased to see that within days after labor union leaders discussed their problems with the Administration, two tangible results ensued.

Most important was the President's decision to waive a federal law that had prohibited fired air traffic controllers from returning to work anywhere in government as federal workers for three years.

It was announced December 9 that he was lifting the ban, although it was noted that controllers still would not be able to return to the nation's control towers.

Announcement of the change was made by Transportation Secretary Drew Lewis who noted that the 11,500 striking controllers would still be prohibited from working at any position at the Federal Aviation Administration.

Lewis said the controllers showed "a disregard for the FAA's mission"

to provide safe air travel when they walked off their jobs August 3 in the illegal strike.

Reagan's sharp reversal from his previously stated policy of not allowing the workers to be hired for any federal position came just one week after the Teamsters visited the White House and expressed to the President their concern about the PATCO situation. At that time, IBT General President Roy Williams told the President the union hoped something could be done about the situation, to which Reagan responded that he would explore the feasibility of such a move with Secretary Lewis after he returned from a trip to Japan.

The President has consistently maintained that he wouldn't rehire any of the fired controllers. Last August, about 11,500 members of the Professional Air Traffic Controllers Organization illegally walked off the job. In October, a federal panel revoked the union's right

to represent its members because of the illegal job action. The union is appealing the decertification.

On hearing of the President's decision, Williams telegrammed the President to express the union's pleasure at the decision. "I commend you for the action you took today lifting the three-year ban on federal employment for the 11,500 striking air traffic controllers," Williams said. "This was a problem of great concern to Teamsters and all of labor . . . and we appreciate your effort in allowing these people an equal opportunity to compete for federal jobs for which they are qualified."

While organized labor still would like to see the fired controllers back in the nation's control towers where their skills and experience could be most efficiently utilized, the Teamsters were pleased to see any movement away from the impasse caused when the Administration and the controllers locked horns in this controversy.

# EASTERS

# GETTING BEHIND

INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS·WAREHOUSEMEN & HELPERS  
OF AMERICA  
25 LOUISIANA AVENUE, N.W. • WASHINGTON, D.C. 20001

January 1, 1982



TO: ALL AFFILIATES

Dear Brothers and Sisters:

How much is hope worth to you? For the past few years, Teamsters have been part of a winning team that annually gives hope to hundreds of thousands of handicapped youngsters and adults. In tandem with Easter Seals, we have helped raise nearly half a million dollars in just three years to help finance treatment centers in communities across the country which provide services and treatment for the disabled.

Without Easter Seals, many families might otherwise find themselves without hope. When an individual becomes disabled, whether from accident, birth defect or disease, the Easter Seal Society recognizes that he or she can still live a normal life. Each year, Easter Seals centers provide therapy, counseling, recreational and vocational services and other assistance to more than half a million people with disabilities. The goal: to develop a person's abilities and to make them more independent.

The Easter Seal Society is in the people business, just like the Teamsters Union. It's been serving people with disabilities longer than any other voluntary health organization in the country and is good at its job.

We in the Teamsters can help Easter Seals keep up this important work through our contributions. Again in 1982, Teamsters will be a part of the Easter Seal fund-raising team. Won't you help? Just think, if every Teamster would contribute just 50¢ sometime in the coming three months, Easter Seals would be able to help even more. Now, that's a goal that really could give hope to a lot of people!

Let's pitch in and make this the Teamsters' best year yet as a partner of Easter Seals. A lot of people out there are depending on us.

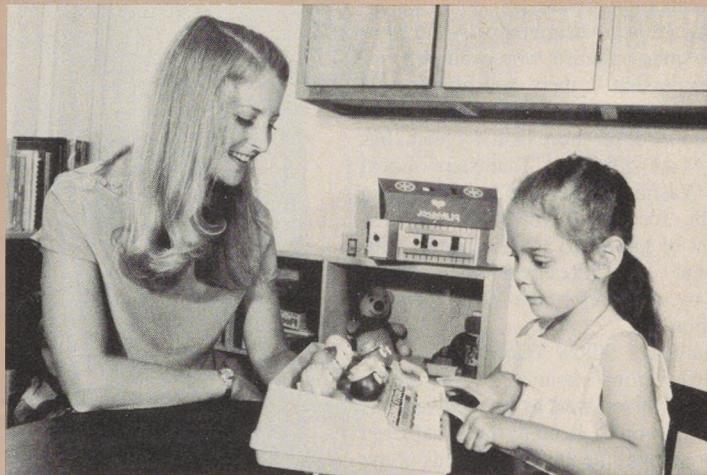
Fraternally,

*Roy L. Williams*  
Roy L. Williams  
General President

*Ray Schoessling*  
Ray Schoessling  
General Secretary-Treasurer

# EASTERSEALS FOR A GOOD CAUSE

*Just two facets of the Easter Seal centers' valuable work are shown here. At right, an Easter Seal speech and language therapist listens to a youngster imitate the sounds produced by toy "pop up" pals. Speech and language services are an important part of their work. Below, with the help of Easter Seals, thousands of men and women disabled by accidents and illnesses are fighting to regain their independence and dignity. It takes courage to relearn the skills of everyday living . . . and the help of many people, such as the physical therapist shown here. Rehabilitation therapy for people of all ages is another important Easter Seal function.*



"Back A Fighter!" is the theme of this year's Easter Seal fund-raising campaign and who better than the Teamsters know how to take on a job in the face of overwhelming odds and get it accomplished. Doing that in our organizing is exactly how we grew to be the largest labor union in the free world.

Now Easter Seals is asking us to lend our organizing expertise to them in another way by helping Easter Seals continue to service the hundreds of thousands of individuals who need the Society's help every year.

For Easter Seals, the reasons why a person is disabled have never mattered. The Easter Seal Society takes in the elderly person recovering from a stroke, the teenager paralyzed in a diving accident and the youngster born with cerebral palsy alike.

The services and programs they make available are impressive and wide-ranging. They include physical,

occupational and speech therapy; audiological testing; vocational training and counseling; speech, hearing, physical and vocational evaluations; learning disabilities screenings; home and sheltered employment; special education programs; social clubs; day and residential camping and recreation; transportation; referrals and followup care, among others.

In order to keep up its good work Easter Seals depends on donations from people like us. We in the Teamsters are committed to helping this valuable agency keep its commitment to area communities and between now and telethon weekend, we will be pitching in to raise donations to help.

People with disabilities are fighters. They have to be if they want to overcome the odds. But so are the Teamsters. Together, we can form a real winning combination.

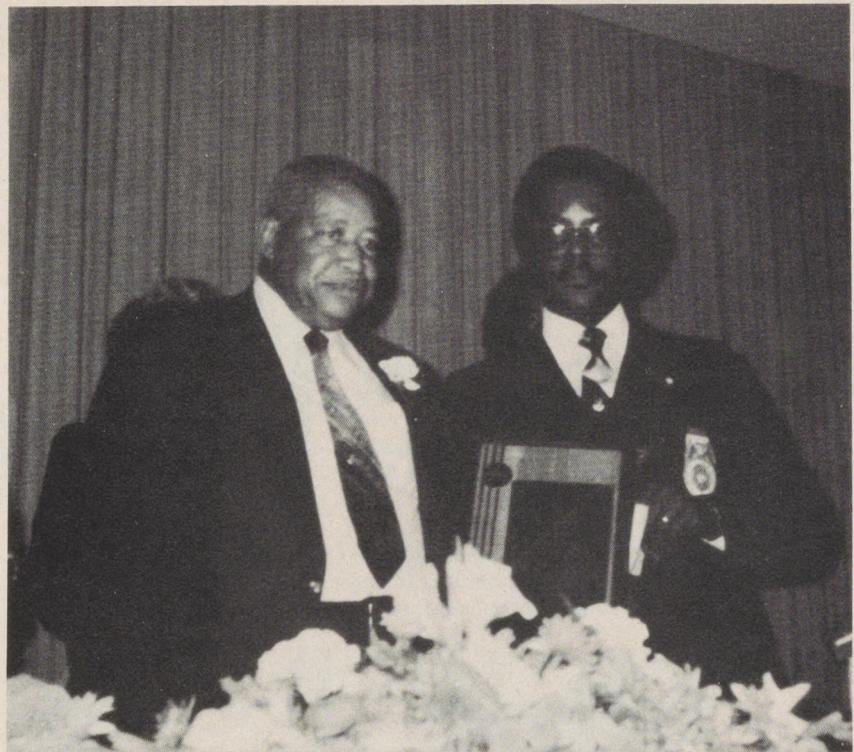
Won't you help?

# Teamster Leader Is Honored By CBTU

TEAMSTERS International Vice President John H. Cleveland was honored recently in Detroit, Mich., by the National Coalition of Black Trade Unionists which bestowed on the Teamster leader its prestigious A. Phillip Randolph Award.

The award is given annually by the labor group to trade unionists who exemplify superior leadership in their dedication to the labor movement. Cleveland, a member of organized labor for more than 44 years, has served as an officer of Teamsters' Local 730 in Washington, D.C., for more than 32 years, for 30 of which he has been president of the local. He has been an International Vice President since being elected by delegates to the 1976 Teamster convention.

A number of fellow Teamsters were on hand at the group's annual awards dinner to wish Cleveland well as he received this outstanding honor. Among those gathered were some longtime personal friends of the Teamster leader, including: General Organizer Edward "Doc" James; Benjamin Thomas, vice president of Local 744 in Chicago, Ill.; Marshall Arrington, a trustee of Local 714 in Chicago, Ill.; Ernest Porter, a trustee of Local 142 in Gary, Indiana; Edward Flournoy, Jr., an officer of Local 928 in Atlanta, Georgia; and John Tolbert, a business agent with Local 744 in Chicago, Ill.



Here Vice President Cleveland (left) receives his award from Kenneth Hollowell, business agent of Teamster

Local 247 in Detroit, Mich. and a board member of CBTU. Teamsters are proud they chose one of our own to honor.

## JOHN F. ENGLISH AWARD GOES TO CATHOLIC UNIVERSITY OF AMERICA

THE 1981-'82 John F. English Endowment, given annually by the International Brotherhood of Teamsters, was recently presented to Catholic University of America, in Washington, D.C.

The endowment fund, established by delegates to the 1966 Teamster convention, recognizes the contributions of the late John F. English, longtime secretary-treasurer of the International Union. It provides a \$5,000 grant each year, which is given to a college or university for use in the fields of labor or transportation studies. Designation of a recipient rotates among the five Teamster area conferences, with the Eastern Conference this year determining the recipient.

Catholic University will use the gift to establish the "John F. English Labor Law Collection" in its law library. The \$5,000 grant will be matched by the University to expand its existing labor law collection and maintain the collection.

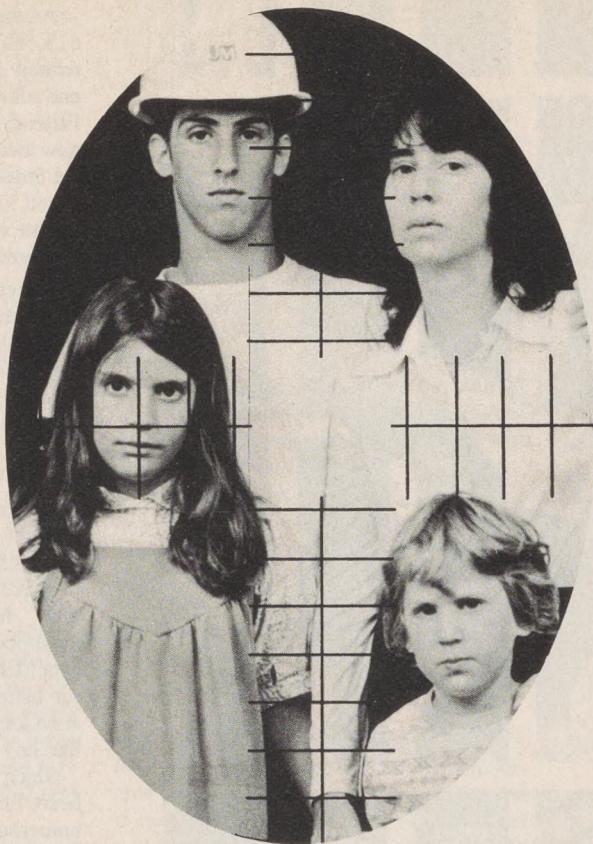
At the presentation ceremony, it was noted how, during the late 1950s and early 1960s, Secretary-Treasurer English enjoyed sitting in on labor law classes at Catholic University. Asked to address the students, English would share his many insights with students, many of whom today are practicing labor law for unions.

IBT Vice President and Eastern Conference Director Joseph Trerotola, in

making the presentation, noted that Catholic University is a fitting recipient for the award since it has long been involved in the fight for social justice for the laboring people of this country.

Trerotola voiced the hope that many of the graduates in labor law would continue to aid labor unions in their fights against social inequity by representing unions before the NLRB and the courts. "The rights of workers and unions are under constant attack by corporate America and the battles today have moved from the streets to the courts. A key element in winning these challenges is the well-trained lawyer who is imbued with a social conscience," Trerotola noted.

# CONGRESS IS TAKING AIM



## AND WORKERS ARE THE TARGET!

JANUARY 1 traditionally is a time for making our New Year's resolutions and planning how we would like to change things in the coming 12 months. Well, this January, Teamsters did a little assessing, too, and decided that unless we get some things in order quickly, workers' interests and their rights under the law are going to be severely eroded.

The union caught this eerie glimpse of the future last December, when both the House and Senate introduced separate pieces of legislation seeking to amend the Hobbs Act federal extortion law to make it little more than a union-busters' tool.

In Senate hearings held shortly before Congress adjourned for its Christmas recess, anti-union forces painted a picture sadder than Tiny Tim's last Christmas of the countless abuses, acts of violence and incidents of bodily harm allegedly committed by organized labor in pursuit of its bargaining rights. In life and death tones, they told the Senate subcommittee on criminal law of the Senate Judiciary Committee that Congress needed to "clarify" a 1973

Supreme Court ruling that said workers had a right to equal treatment under the law because it wasn't tough enough. They maintained that S.613 was the way to do so.

Not even the good Senators could buy some of the union-busters' more dramatic lines, especially after an early witness from the Justice Department conceded that to his knowledge, no cases had since 1973 come to light that would require any changes in current law to punish.

Jonathan C. Rose, assistant attorney general for legal policy gave the Department's testimony at the hearing. Although noting that the Reagan Administration didn't seek to discriminate unfairly against workers in a labor dispute, he said it did seek clarification of the 1973 ruling.

Rose conceded that placing picket line and related violence under federal jurisdiction "would . . . create new federal crimes, predicated independently of extortion or robbery. . . ."

"Under these new provisions, the mere assault on a cab driver, who as part of his

business occasionally makes interstate trips, or the destruction of his cab would become a federal crime. The federal government could be called on to prosecute such crimes, which are now more appropriately handled by local authorities," Rose said. He said such "an extremely broad expansion of federal criminal enforcement responsibilities . . . is not justified."

But Rose said he believed there was some merit to the right-to-work group's argument that the Supreme Court's 1973 ruling in *United States vs. Enmons*, in which a group of utility workers were indicted under the Hobbs Act for the "wrongful use of force" in a contract dispute, was drawn too narrowly. The court ruled that the act's prohibition against extortion does not apply to labor-management disputes in which wages and other benefits are at issue.

Rose said the administration's support for a review of that ruling should not produce a new category of federal crimes, but should clarify that "the federal law against

(Continued on next page)

# SELF-DEFENSE



## IT COULD GET YOU 20 YEARS

### HOBBS ACT (Continued)

extortion would apply to the kind of coercive violence represented by the facts in the Enmons case."

In their testimony, representatives of the AFL-CIO depicted the issue as it actually was—a case of employers trying to use every bit of leverage they can to coerce their workers into accepting their will.

Laurence Gold, special counsel for the AFL-CIO, said at the outset of his testimony that labor's view was that the proposals embodied in S. 613 to expand the reach of the Hobbs Act are "unnecessary and unwise." The bill's basic provision "is intended to rewrite the present definition of extortion to enable the federal government to intervene in labor disputes on the em-

ployer's side, and is unfair to workers who engage in collective bargaining," he said.

Gold also noted that at a time when the administration is calling for less intrusion into states' affairs, enactment of S. 613 would represent a massive intrusion of government into affairs that have heretofore been determined by the states themselves and would require incredible amounts of money to administer (at a time of federal budget cutbacks) for no clear tangible reason.

"This legislation will chill the exercise of the right to form and join unions, will intimidate workers and will embolden anti-union employers in their efforts to crush organizing efforts and strikes," Gold added, succinctly stating labor's case and unveiling the right-to-workers' real intentions.

The real goal of the "right-to-work" front's efforts ultimately "is not to protect the rights of American workers, but rather to undermine collective bargaining," Gold emphasized in his testimony.

At the center of all this debate are S. 613, H.R. 450 (the House version) and related proposed amendments (including one added as an amendment to the Omnibus Federal Criminal Code Reform legislation now being considered) that would amend the federal extortion statute, commonly referred to as the Hobbs Act, to include any acts of violence committed during a labor-management dispute.

Under the Hobbs Act, interference with interstate commerce through robbery or extortion is a federal crime, subject to severe penalties. Extortion is defined as "the obtaining of property from another, with his consent, induced by wrongful use of actual or threatened force, violence or fear . . . ."

In *United States vs. Enmons*, a case brought before the Supreme Court, union-busters sought to use the present Hobbs Act to make disputes on a picket line "extortion." In that case, the Court—the highest legal body in the land—said that fistfights, should they occur during legitimate protests for better wages and working conditions, are a local matter and should be prosecuted like any other fistfight, in local courts.

Since Enmons, the union-busters have been furious and have tried to engineer numerous legislative attempts to reverse this ruling. Now, the right-wing crowd has asked its allies in Congress to help it out and reverse the Court.

They want Senator Strom Thurmond (R-S.C.), chairman of the Senate Judiciary Committee, to overturn the Court's 1973 decision.

The union-busters want to put the federal government in the business of policing picket lines—but only on the side of the employers!

They want workers involved in picket line fistfights to be prosecuted under harsh federal laws. Employers or their scabs, meanwhile, would still be subject only to lesser penalties.

The Justice Department now says it's seeking equal treatment for employers and their employees, but as the AFL-CIO pointed out at the hearings, when push comes to shove, should the legislation be enacted, workers are the ones this law is going to be used against, not their employers!

What would S. 613 do? See for yourself:

- *It would subject workers involved in picket line disputes to penalties up to 20 years in federal prisons;*
- *Would make workers liable for up to a \$250,000 fine;*
- *Would undermine your right to picket for better wages and working conditions;*
- *And would promote strike breaking*

and other anti-worker tactics. (Employers or their hired "consultants" would be liable under state criminal penalties while workers who defend themselves would commit a federal crime.)

What the right-to-work forces are actually trying to do with Hobbs is stranglehold and eventually kill organized labor.

Through these amendments, these forces are trying to get Congress to pass bills that would threaten your right to strike by subjecting anyone involved in a legitimate labor dispute to prosecution for extortion by the federal government.

Using a few examples, just think of the repercussions, should this legislation become law! They are typical of the tool a skilled anti-union prosecutor would have to use to intimidate workers from exercising their rights to picket an unfair employer.

• Say you're walking the picket line one hot day, and when the scabs go to work under police protection one of the strikers yells: "We'll deal with you later." *The striker could be prosecuted for extortion for making a "threat," and would be tried in federal court on felony charges that carry up to \$20,000 in fines and/or 20 years in federal prison.*

• Or say that, despite the union's urgings that no acts of vandalism be committed, a young hothead deflates the tires of cars belonging to management officials or paints some graffiti on a wall. *He could be prosecuted for extortion for vandalism and face up to 20 years in federal prison and \$20,000 in fines.*

• What if management officials, in an attempt to get a rise from workers, push a couple of pickets and a shoving match ensues? *Even though the pickets were defending themselves, they could face federal prosecution on felony charges while the*

*management personnel at most would face local misdemeanor charges of disturbing the peace.*

And in each of these cases, *the union's officers*—even though they may have been trying to keep the peace—*could face conspiracy charges and federal prosecution under the Hobbs Act.*

Fair?

Of course not!

But that's what the right-to-workers want. And unless we can convince Congress that this legislation is totally unfair, that may be exactly the type of situation we find ourselves in.

No one in the labor movement encourages threats or violence *by anybody* on a picket line. We don't condone it and never will.

Senator Thurmond's bill *will* encourage it as a strike-breaking tactic by employers. They get sent to the local magistrate. You go before a federal judge.

*S. 613 and H.R. 450* aren't going to go away. They are being considered by the Judiciary Committees in the Senate and House of Representatives and will be back when Congress reconvenes in late January. Big business and other *anti-worker* groups have already launched a massive lobbying campaign in support of these treacherous bills.

You will hear employers and others say these are good bills because union members now are immune from the law. That just is not so. Criminal activity is prosecuted under state and local law. These bills would make that activity a federal crime. In fact, these bills *would not be used against employers no matter how outrageous their conduct* because the employers are not seeking money or property belonging to

strikers—the key test for extortion. And all the promises in the world about "interpreting it to mean management, too" from the government won't change that.

If you let *S. 613, H.R. 450* or any other amendment to the Hobbs' Act become law, it will turn back the gains of workers by 50 years, to the days when the federal government worked hand-in-hand with company police and strikebreakers to intimidate workers who stood up for their rights.

Your rights are at stake and you may lose them unless we take a stand.

What can you as a member do?

You can fight back!

Write to your Senator and Congressman, telephone them, or even go to see them personally if they are in your area. Tell them you are opposed to *S. 613* and *H.R. 450*. Let them know that these amendments are unnecessary, unfair and a blatant attack on your right to strike and picket. You can do your part to insure the rights of working men and women by asking your elected representatives to join you in this fight.

It's easy to do. Send a postcard or letter to:

Hon. (Your Senator's Name)

U.S. Senate

Washington, D.C. 20510

or

Hon. (Your Congressman's Name)

U.S. House of Representatives

Washington, D.C. 20515

You also can help spread the word among your friends and co-workers that this new threat to their rights is looming on the horizon.

Together, we can convince Congress that amending this legislation is just plain crazy—a waste of taxpayers time, money, energy and personnel. We'd better. Our legal rights are at stake!

## You Decide.

Is it fair for union members to go to prison for 20 years for self-defense, while hired company scabs get off with 30 days in the local jail for starting a fight?

Yes \_\_\_\_\_ No \_\_\_\_\_

Should the clock be turned back to the days when the federal government gave open support to union-busting big business, calling out federal troops to put down striking workers?

Yes \_\_\_\_\_ No \_\_\_\_\_

Should the federal government abandon its impartial role in labor-management disputes, and instead join big business in a two-to-one fight against workers?

Yes \_\_\_\_\_ No \_\_\_\_\_

Is it fair that a fist fight on a picket line be prosecuted as a federal crime, while a fist fight at a ballgame or anywhere else is a local or state matter?

Yes \_\_\_\_\_ No \_\_\_\_\_

# Buckle Them Up, For Safety's Sake!

## IF SEAT BELTS SAVE LIVES, WHY NOT USE THEM

WITH the start of a new year come the bitterest, coldest months of the year for many Teamsters, especially those living in Northern states. With snow and sleet and icy rain to contend with, now is the time when our chances of having an automobile or truck accident escalate, a reminder of which came in a recent letter from a Teamsters Union member.

This Teamster wrote to headquarters about a winter accident in which she'd just been involved which had her very distraught. It seems that as she was sitting stopped at a traffic light recently, a motorist several vehicles behind her inadvertently slammed into the car directly ahead, triggering a chain reaction. What upset this Teamster was not the damage to the string of cars involved, but the situation she confronted when she got out to check the well-being of others involved in the incident.

As she approached the vehicle directly behind her, she saw a young mother just picking a screaming infant up from the floor of the car, as the woman's husband watched in disbelief. The mother had been holding the infant on her lap and with the jolt of the minor collision, the child had been propelled forward right against the windshield. Luckily, this time the baby was all right; he was neither badly injured, nor had he been thrown through the windshield.

"But what if . . . ?" queried this Teamster, herself a mother, who said the incident was enough to start her thinking about the

thousands of parents who senselessly risk their children's lives every day by not buckling them into some type of protective car restraint each time they go out for a ride—whether it's to the corner grocery, to the shopping mall uptown or for a visit to Grandma's many miles away.

Transporting children unrestrained in a car is an open invitation to tragedy, the Physicians for Automotive Safety group tells us. Traffic accidents today are the leading killer of children ages 1-14, claiming thousands of lives each year. Tens of thousands more are seriously injured each year while riding in cars. The tragedy is that most of these deaths and injuries could be avoided if parents would only take the time to buckle their children into a proper child restraint system.

To understand why restraints are so important, one must first understand what happens in a crash, or in a sudden panic stop. When a car hits another object and stops suddenly, or when a sudden hard braking action brings it to a fast stop, all occupants in the car continue to move forward at the same speed the car was travelling, until something stops them. Too frequently, that "something" is the steering column, the dashboard, the windshield, or some other part of the interior of the car. It is this second collision that causes injuries and death.

In the case of small children, as our sister Teamster noted, if they are not restrained

they literally become flying missiles. It happens so fast, and with such force—even in low speed crashes—that neither the parent nor the child can prevent the child from a violent impact with other passengers or with some hard surface within the car.

The solution to the problem of the second collision is a restraint system. For adults, that means a safety belt, which holds you safely in your seat, away from the car interior. The belt's webbing and the sturdy adult pelvis and rib cage absorb the forces of the collision. But for young children under 5, child restraints are the best solution.

Children need to have the crash forces spread more evenly over their fragile bodies, and that's what child restraints do. They are fastened to the car by the safety belt already in your car, and in a crash they protect children from colliding with the car's interior.

Of course, if no child restraint is available, it is much better to buckle children into regular safety belts than to let them ride free, loose and unprotected.

Some parents think they can protect infants and young children from being injured by holding them in their laps. They cannot. In a 30 mph crash, for example, a child may be thrown forward with a force equal to 30 times its own weight. If you are wearing a safety belt, the child can be torn from your arms and hurled into the dash or the windshield. If you're not wearing a



safety belt, both you and your child will fly forward, with the probability that your child may be crushed between you and the dash. **HOLDING YOUR CHILD IN YOUR LAP IS NOT SAFE.**

Unfortunately, Department of Transportation studies show that most parents do not provide their children with the protection restraints can offer. A recent survey found that only 5 percent of young children were using child restraints.

Whether adults do or do not use safety belts available in cars is a conscious choice. Small children cannot decide for themselves to buckle up. They depend on their parents to protect them from harm, and make that decision for them.

Fortunately, effective child restraint systems that have been crash tested and meet government standards are available.

In fact, the Department of Transportation on January 1, 1981, upgraded its safety standards for child restraints.

That makes it doubly important when shopping for a car seat today to find out when the product you're considering was manufactured. All seats manufactured after that date must be able to withstand actual crash tests and therefore, offer even more protection for your youngster.

Basically, there are four different styles of restraint seats on the market. One is an infant carrier designed for infants weighing up to about 20 pounds. Another is the conventional child safety seat, designed for the growing youngster. This system, effective for children weighing up to about 40-45 pounds, utilizes a lap belt and safety harness to secure the child to the seat.

As the child gets older and larger, a protective shield type of seat restraint becomes practical.

The fourth alternative, for children too large for conventional car seats but not yet ready for the normal adult lap belt, are the child harness systems and three-point restraint systems, either of which can provide the growing youngster protection and mobility in the vehicle.

One of the most important things to remember, however, is that regardless of the system you choose, there are many sub-standard products on the market and it's important to avoid these. *Above all, do not use flimsy, lightweight plastic feeder seats or car beds designed only for household use, for transporting any infant in an automobile. It's dangerous!*

Neither should adults hold children on their laps while riding in the front or back seat or allow their youngsters to ride in the luggage compartment of a station wagon or hatchback. Hatchbacks should always be kept closed when children are riding in the back seat. If they are left open, the children could be ejected from the car in an accident. Open hatchbacks or tail gate windows also increase the levels of carbon monoxide inside the car from exhaust fumes.

# Types of Restraints Available And How To Use Them

## FOR THE INFANT . . . FROM BIRTH TO ABOUT 9-12 MONTHS OF AGE



Infant carriers or convertible child safety seats are the only types of child restraints recommended for use by babies. In these restraint systems, the baby faces backwards, in a semi-reclining position. In an accident, the baby's sturdy back absorbs the crash forces rather than its delicate chest and abdomen. The carrier is lined with padding, has an internal safety harness to keep the baby in the restraint, and is anchored to the car by the vehicle's safety belt.

The time to start using the infant carrier is on the baby's very first ride home from the hospital. Parents should anticipate the need for an infant carrier before the baby is born, and buy one early as an essential part of the layette. For newborn babies, a rolled-up receiving blanket placed around the head and shoulders will give their head additional support.

Babies should ride in the infant carrier until they can sit up by themselves without support. This usually occurs between 9 and 12 months, or when they weigh about 20 pounds.

There are basically two kinds of infant carriers. The first is designed for infants only. Babies outgrow this kind of seat and must move up to a child safety seat. The second is a convertible carrier. When babies get too big for the infant position, the convertible carriers can be changed into child safety seats which toddlers can continue to use until they're old enough to wear regular safety belts. More about convertible carriers later.

## FOR THE TODDLER . . . 1-4 YEARS OLD

Three types of restraint systems are recommended. They include the child safety seat, the protective shield, and the safety harness.

### Child Safety Seat

This restraint system is designed for children who can sit up without support. It faces forward and is anchored by the vehicle's lap belt, which is either fastened around the front of the seat, or threaded through the back of the frame.

It has a safety harness with two shoulder straps, a lap belt, and a crotch strap. This five-point harness spreads the crash forces over the child's shoulders and hips. The crotch strap keeps the hip straps from riding up into the child's delicate abdomen.

Some child safety seats also have a "top tether strap" that ties the top of the restraint to the structure of the car. A top tether strap is usually required on child safety seats which have been raised several inches so that the children riding in them can see out the windows. When included, the top tether provides additional crash protection, particularly in side collisions.



### Protective Shield

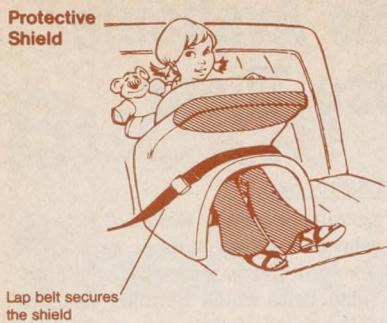
This type of child restraint fits over the front of the child's lap and chest, and is designed to catch and cushion the child in a crash.

It is a C-shaped shell with energy-absorbing padding on the upper part of the shield. The shield is anchored to the car by the lap belt which fastens around the front of the shield. In an accident, the shield spreads the crash forces evenly over the child's head and upper body.

The shield restraint has several advantages over other types of child restraints. It doesn't use a harness, and it doesn't use a top tether strap.

However, the shield generally doesn't provide as much protection in side collisions, and, therefore, should be used in the

*(Continued on next page)*



center seating positions. The shield is also easier to get into and out of, so it may require greater attention to make sure your child stays in the restraint when you're driving.

#### Child Harness System

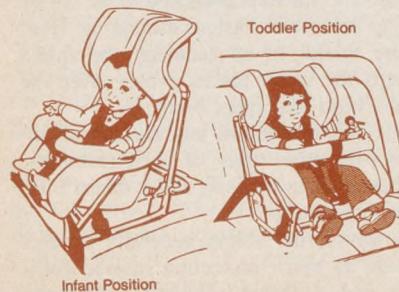
This restraint consists of a 5-point safety harness with a top tether anchorage strap. It is designed for children who can sit up without support. It faces forward, and is anchored to the car by the vehicle's lap belt and a top tether strap. The vehicle lap belt threads through a loop of the harness behind the child. The safety harness does not provide side impact protection, and should, whenever possible, be used in the center of the rear seat.



#### The Convertible Seat

Some infant carriers are simply converted safety seats. Changing them from infant carrier to child seat is a fairly simple operation. You move the safety harness from the lower shoulder strap slots to the upper slots; you adjust the tubular frame from the reclining position to the upright position; you turn the seat around so that the child is facing front, and you rebuckle the car safety belt through the seat frame according to the manufacturer's instructions.

#### Convertible Models



# Restraint Systems For The Older Child

#### Regular Vehicle Lap Belts

Children over the age of 4 or 5 and weighing about 40 pounds can be restrained by use of the vehicle lap belt, with the child sitting upright against the back of the seat. The lap belt should be adjusted snugly so that it will not ride up across the child's abdomen. Again, the safest position is in the rear seat, with the center seating position being safer than the side positions.

#### Three-Point Restraint System

Depending on the weight and height of the child, the three-point adult belt system may be used. Such use, however, requires a proper fit of the shoulder portion of the belt. That is, it must be positioned firmly across the chest and shoulder and not cutting across the neck, face, or head.

If the three-point belt system must be used and a proper fit of the shoulder belt is not possible, the shoulder belt should be tucked in behind the child, never under the arm or across the chest.

## Selecting The Best Restraint For Your Child

A federal law, Federal Motor Vehicle Safety Standard No. 213-80, requires child restraint systems to meet certain strength and performance standards. Not included under the standard are those flimsy, lightweight, plastic child feeder seats used in the home, *which are not intended for car use*.

All auto child restraints manufactured after January 1981 must pass tests which show that they can provide adequate protection for children in actual crashes. Look for a label on the restraint which says "dynamically tested."

When shopping keep the following in mind:

- Seats that hook over the seat back of the car are unsafe.
- The child seat must protect from both front and rear crashes.
- The seat must have a head restraint to protect against whiplash.
- The child's upper body should be restrained by belts or impact pad and belts must be at least 1.5 inches wide and seat construction should be strong and well padded.
- Use the right type of restraint for the size of the child. Federal standards require that child seating systems be labeled with the maximum height and minimum and maximum weight of children who can safely use them.

Before you buy a new restraint, try it out in your car. Some restraints don't fit into some cars. There are enough restraints on the market, though, that you should be able to find one that's just right for your car, your child, and your budget.



#### Some Reminders

- Be sure to read, follow, and keep the manufacturer's instructions.
- Be sure to attach the child restraint properly to the car with the vehicle's lap belt. On some child safety seats, the lap belt goes through the metal frame of the seat; while in others, it goes around the top of the seat and over the child's lap.
- Be sure to attach the top tether strap, if one is included, for full protection. In order to be effective, the tether strap must be attached securely to either the rear seat belt, the rear shelf, or some other metal anchor point.
- Be sure to properly secure your child in the restraint. Buckle all five parts of the harness together and be sure the harness is not too close.

THE PHYSICIAN'S FINDINGS were a shock to Norman Cain, truck driver. He had gone to the company doctor for his regular physical examination while vacationing last July. The doctor determined Cain's pulse rate was dangerously low.

Cain was surprised as much as shocked. He felt fine. He had been working around his home at Winchester, Virginia. On a whim, he had gone for the check-up to get it out of the way. Soon another doctor was telling him he needed a pacemaker wired to his heart. Surgery.

It struck Norman how fortunate it was that his sudden low pulse and his examination had coincided. In days or weeks, he was told, he would have begun suffering giddiness or perhaps brief blackouts. That, of course, would not do while driving his city cartage route for Hemingway Transportation Corporation.

Further examinations emphasized the need for a pacemaker. Four physicians agreed: the electrical device for stimulating or steadyng the heartbeat or reestablishing the rhythm of an arrested heart was required to keep Cain's pulse at the proper level. The device would be powered by a battery with a life of five to seven years.

Norman Cain talked it over with his wife. There was no way to side-step the operation. So he went under the knife. (Later, his private doctor would release him to return to the job without understanding the real nature of Cain's work. But Hemingway Transport would decline to allow Cain to return to the fleet.)

Now it was late summer of 1981 and Norman convalesced at home. The pacemaker was embedded in the flesh near his collarbone and a wire ran down the main artery into the lower section of his heart. There was no discomfort.

He learned from the doctors only what he *might* do, not what he *could* do. He would have to discover his limits carefully, they said. Otherwise, he must stay away from machinery, avoid microwave ovens, never look under the hood of a car, stay at least five feet away from television sets, etcetera.

Reluctantly, Cain faced the facts and the uncertainties. The only plus was his decades of experience in truck cabs. He finally had to admit to himself that July 17, 1981—the date of his last run—marked the end of a nearly 40-year driving career.

On reflection, it seemed the timing of everything had worked out exactly right. He was 57 years old, a pension boundary. He had been a Teamsters Union member since 1941 and merited a full pension. His bad pulse was discovered before death or serious damage to his heart could result.

He would retire lucky all around.

LOOKING BACK, Cain had difficulty getting into his chosen work. He quit school when he was 16 years old. It was 1940 and the Great Depression was tailing off. But times were still hard in northern Virginia where Winchester served as the center of the Shenandoah apple country.

Norman's father worked as a dockman at Novick Transfer Company in Winchester. The father belonged to Teamster Local 453 of Cumberland, Maryland, which had a contract with Novick. Out of regard for the elder Cain, the company owner gave

## Lucky All Around

young Cain a dock job. The firm had only a score of drivers.

The boy thought it was wonderful to be able to earn 25 cents an hour. He lucked into that amount. The Teamster contract had just raised the employees a dime from the 15 cents they had been getting. Drivers earned an additional 5 cents an hour. There were no job classifications in the contract in those days. If a fellow could drive, he drove, otherwise he worked on the dock.

Virginia labor law was limited and very awkward 40 years ago. However, a part of the statute declared that an employee had to be 18 years old to work around machinery. There were only handcarts to push on the Novick dock so Cain could work there. But he was not permitted to drive; he didn't know how to drive anyway.

The Teamster business agent came down from Cumberland one day and saw the Cain youngster working. The agent became worried. He feared the contract might run afoul of state law if an overzealous inspector saw the boy laboring near trucks.

"I'm sorry," said the agent to the youngster, "you can't work here anymore."

"I'll join the union," Norman Cain replied eagerly. He knew his father made a living better than most people because of the union.

The agent said: "No, it isn't that. You're not old enough to work around trucks."

About that time, old man Novick came up, saw what was happening, and informed the business agent he would not stand in the way of the boy loading and unloading trucks—that he wasn't driving them. The Teamster agent was relieved by the employer's responsibility.

"So," said Norman Cain with a big grin years later, "they let me join the union and I stayed on the job."

EVERYONE SENSED what the kid would do. It wasn't long before he was coaxing the truck drivers—even pleading with them—to let him take their rigs to the dock. Whether amused, per-

suaded, tired or for whatever reason, some of them allowed Norman Cain to take the wheel.

The gear the boy could find, that's what he would pull off in. He kept it in that gear from the start because he did not know how to change gears once underway. But he learned fast. Soon he jockeyed trucks around the lot easily though he had yet to learn how to drive a car.

By the time Norman Cain was 21 years old, he had good seniority on the board. The age, under Interstate Commerce Commission regulations, permitted him to drive a truck. He began as a city driver for Novick. It was common practice then for men to work 8 hours on the dock and then take short driving runs to Baltimore, Maryland, and other cities within the local cartage perimeter.

Cain was just getting into the swing of it when he was drafted into the U.S. Army in 1943. He was assigned to a heavy weapons unit in the infantry. One of the lucky ones, Cain was never sent overseas to be shot at. His original station was Camp Lee, Virginia. Later he was sent to Mineral Wells, Texas, where he remained until the war ended.

The young veteran returned to his home town of Winchester in 1945 and married Louella Esther McBride. Novick Transfer took him back on the job. Cain became an over-the-road driver as the company rapidly expanded its operations during the postwar boom.

Cain logged three million miles over-the-road in the 25 years that followed. His steady routes from Winchester included Bluefield, West Virginia, then Charlotte, North Carolina, and finally New York City—with points between.

In the late 1960's, Novick Transfer was sold to Hemingway Transport which had a home office in Massachusetts. The motor carrier gradually extended its operating rights into Pennsylvania and northward to the Montreal and Toronto areas.

So it was that from beginning to end Cain worked out of the same home terminal and for essentially the same company although the names were changed in later years.

**H**OW MUCH LUCK is involved in safe driving? Norman Cain and most other truck drivers will say a lot. They also will say that you make your own luck often by being alert and driving defensively. Nobody ever knows what is ahead of them on the road.

Cain had some narrow escapes. Meanwhile, he compiled a 30-year record of non-chargeable accidents. He admits to ripping off his share of rain spouts while backing into tight alleys to make deliveries. But he never got trapped into a death scene while driving on the highway.

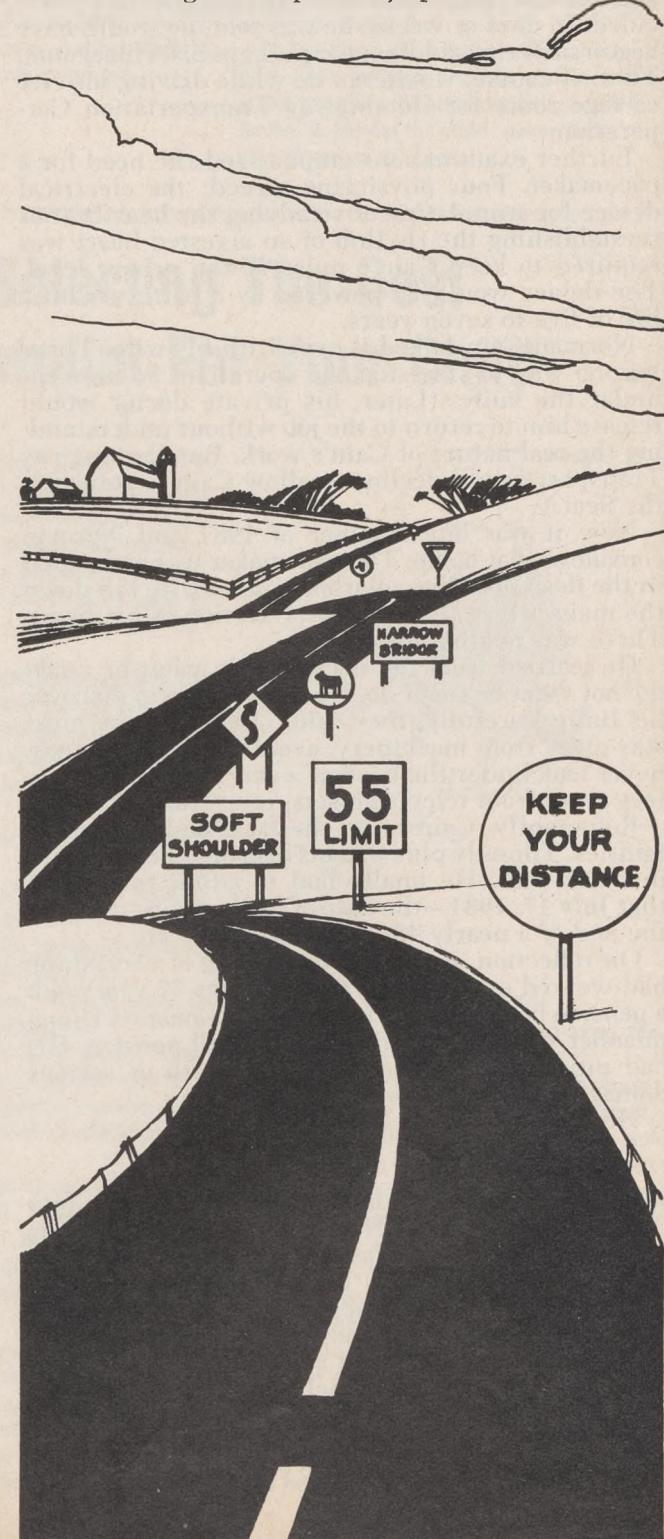
The most frightening situation, early in his driving career, was the first time he came close to dying. He was driving at speed past a roadside diner set into the side of a hill. It was an hour before sun-up. Some trucker had parked his tractor-trailer with the motor running and gone into the diner for a cup of coffee. No lights showing on the equipment.

Norman suddenly became aware at the last instant that the parked rig had become a runaway. It was rolling toward him. The idling engine apparently had jarred loose the trailer brake which, in those days, was mounted on the steering wheel. The angle

was such that Cain expected to be struck in the backend and tossed off the road.

Perhaps it was only a split-second touch on the accelerator, but it was enough. Cain's trailer barely missed being hit by the 70,000-pound runaway. In the mirror, he could see the heavy shadow of the runaway flash across the road and plunge downhill out of sight.

On another occasion, Cain was running empty 15 miles outside Winchester. Again it was in the night. There was very little traffic. Norman noticed, up ahead, some auto lights coming at him. He was distracted a moment. When next he looked up, there were no car lights. He probably spoke aloud without



realizing it: "Where'd that car go? There's no place to turn off!"

Then he saw the lights. The auto was cockeyed in a field. It had struck a power pole on a curve and hooked to the right. The top of the pole hung bouncing on its guy wires, but the lowest 6-foot length was snapped off and thrown onto Cain's side of the highway. He managed to stop quickly enough to avoid a wreck of his own.

**S**AFE DRIVING IS NOT ACCIDENTAL in the view of Norman Cain. A truck driver has to work at it constantly. A driver not only must think ahead for his own machine but for others on the highway.

Traveling over-the-road is a mental strain in Cain's opinion. People who see a driver sitting high in his cab may think he is relaxed up there and not paying a lot of attention. That is a misunderstanding.

"I dare say," commented Cain recently, "that anybody who stays with a truck eventually will wind up with some kind of heart condition, stomach ulcer or nervous condition. They have to."

It is his belief that a good truck driver must be alert at all times. Equally important, the driver must drive defensively. The key to defensive driving, in Cain's view, is keeping your distance from other vehicles.

Norman always felt fearful whenever he saw a cowboy convoy on the road—two or three trucks rolling along bumper-tight. He believes such drivers should be ruled off the highway quicker than the man who may use a bit of excessive speed. "But today, the authorities seem to be more concerned about radar for speeding than they are about running too close together."

In his years on the road, Cain tended to operate as a loner. If he was running with another driver, he would be so far out in front or so far behind that he seldom saw the other fellow. He had no desire to be competitive.

Another principle of defensive driving, according to Cain, is that an operator must keep his vehicle under control at all times. That means being able to stop soon enough to avoid hitting another vehicle or destroying structures alongside the highway.

Motorists are generally unaware of the automatic danger they are in when in the vicinity of a big truck on the road. The tractor-trailer is less mobile and much heavier than an auto. That means the huge equipment, once committed, is more inevitable than an auto. A smart motorist will make allowance for the disparity.

Whatever the condition of the highway or the weather, Cain says, it is no crime to reduce speed if in doubt.

**T**EAMSTERS HAVE DIFFERING IDEAS about the way they prefer to behave at union meetings. Some like to make themselves heard. Others digest what they hear and say little. Some add to argument, others waste time.

Norman Cain was one of the unpredictable fellows. He attended meetings of his union(s) regularly. Eventually he became a member of Teamster Local 539 and later—as the industry changed and employment patterns were altered—he became part of

Teamster Local 29 of Crozet, Virginia. He retired from No. 29.

Always, Norman spoke his piece when he felt like it. He recalls how he once took the floor to disagree with something "I couldn't understand and nobody could make me understand it." He carried his one-sided discussion just long enough to realize he might as well sit down. "Nobody else was concerned about it." So he sat down.

Another time, Cain got up to speak his thoughts. He already had been on the floor five times. The chairman declared: "You're out of order! You've had the floor too much!"

"You're out of order for calling me out of order!" Cain roared. "Each time I was on the floor it was on a different subject!"

The chairman laughed. The other members laughed. There were some catcalls. Years later, Cain confessed that he sat down confused and rebuffed, adding: "I was wound up, I reckon, that night." But it was just as well—better to blow off steam in the meeting than on the highway.

When the union needed him, Cain was there. Several times he walked picketlines at neighboring terminals during a dispute with management. He served as a steward many years. He never ran for office. His final 10 years of driving were in city cartage.

On the date he retired, officially last December 1st, Cain's Teamster membership was among the oldest in the Commonwealth of Virginia.

\* \* \*

**N**ORMAN CAIN'S CONCENTRATION in the early months of retirement will be devoted to learning how to live with his pacemaker. He plans to take it easy and putter around the house. Periodic check-ups will let him know whether he is trying to do too much.

Retirement holds no economic perils for Norman. He and his wife will be comfortable with the Teamster pension and her income from a job at an apple plant where she has worked part-time for 20 years. Norman wants to catch up on his reading. He and the missus will travel occasionally. Their son and grandson live nearby.

Upon departure from the industry, Cain expressed concern about what has happened to trucking since deregulation came in a year and a half ago. He believes the entire industry is suffering. He thinks service is generally less efficient and timely. Shippers and motor carriers are beginning to snarl at each other. Some are casting away long-term business relationships for no good reason. Attitudes are changing, says Cain, and that's too bad.

He retains a strong regard for the National Master Freight Agreement developed by the Teamsters Union. "I agree with it 100 percent because it makes you stronger and strength is what you need. Whatever you do, you have to do it together. Without the control of the contract, you're going down the drain."

Cain takes offense whenever somebody criticizes unionism unfairly: "I do know this. When I work for a man, I'm selling him my labor. I should have every right to bargain for my labor as does a manufacturer who sets a price on a product that he wants to sell."

"Being union is the only thing a working man has going for him."

"That's the way I feel about it."



# SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

## TRUCK LENGTHS BILL SEES SENATE ACTION

FEDERAL action on heavy truck lengths and widths took another step forward last month as the Senate Commerce Committee favorably reported S. 1402, the Teamster-supported truck size bill.

Hearings on the bill were conducted in late September, with the IBT giving its qualified support to the measure (*International Teamster*, November, 1981).

In his testimony at that hearing, IBT Safety and Health Director R. V. Durham asked the committee to make several changes in the bill in order to address Teamster problems in the truck length area. Chief among these problems is the situation created when a state establishes an overall truck length limit. The majority of the states regulate truck length in such a manner.

Under such a state law, a carrier wishing to pull a longer trailer to haul more freight must "shrink" the space used by the tractor by buying smaller equipment and moving the sliding fifth wheel forward. Drivers are all too familiar with the consequences, which include inadequate cab room, excessive vibration, and noise and heat.

After intense lobbying by the IBT Legislative Department, the bill came before the Commerce Committee in a form the Teamsters could support. As passed by the Committee, S. 1402 allows states to establish *trailer* lengths for semi-trailers and twins while denying them authority to set *overall* length limits. If it becomes law, the effect of S. 1402 will be to remove the tractor from length regulation. Carriers will then be free to purchase and operate equipment which provides a good working environment for their drivers without reducing cargo carrying capacity.

During their debate on the bill, several Senators noted the cramped conditions faced by drivers in those states with restrictive length laws, and recognized S. 1402 as a step forward in highway safety.

In line with this theme of highway safety,

the Committee amended the bill to require that trucks be equipped with DOT-approved splash and spray suppression devices. After the attachment of this and several other

amendments, the bill was passed by the Committee by a vote of 11-2. The measure is not expected to reach the Senate floor until after the holiday recess.

## ACCIDENT RATE IS DOWN, ACCORDING TO BLS SURVEY

OCCUPATIONAL injuries and illnesses declined during 1980 for the first time in five years.

New statistics released by the Labor Department's Bureau of Labor Statistics show a reduction in every indicator of job-related injuries and illnesses over 1979 levels.

In 1980, job-related deaths in units with more than ten employees fell to 4,400, a reduction of over 500 deaths from 1979 figures. The fatality rate fell from 8.6 per 100,000 workers in 1979 to 7.7 in 1980.

The all-industry injury and illness rate fell from 9.5 per 100 full-time workers in 1979 to 8.7 in 1980. About 10 percent of the 0.8 decline in this rate is attributed to a reduction in the total hours worked in 1980. The remaining 90 percent is a real reduction in worksite accidents and occupational injuries.

These figures are really only helpful in comparing injuries and illnesses from one year to another. BLS

has admitted that the data on occupational illnesses continues to be underestimated because of problems in measurement. Only diseases directly attributable to environmental exposure in the workplace are considered "occupational." As a result, disease not readily observable or those with a long latency record—such as cancer—are vastly underreported in these figures.

OSHA head Thorne Auchter laid claim to the encouraging statistics, saying in a press release: "The data clearly reinforce both our recently adopted policy of targeting OSHA scheduled inspections in the establishments with higher rates and our determination that all OSHA's actions must have a positive impact at the workplace level."

Observers in labor were quick to point out that these reductions came during the last year of the Carter administration, while Dr. Eula Bingham was at the helm of OSHA.

# NIOSH ENTERS EDB CONTROVERSY

A NEW factor has entered into the controversy over the use of the pesticide Ethylene Dibromide (EDB). A bulletin released by the National Institute for Occupational Safety and Health (NIOSH) has called on OSHA to reduce worker exposure limits.

Readers of *SHIELD* will recall EDB as the post-harvest fumigant used on citrus fruit to control the spread of fruit flies, especially the Mediterranean fruit fly.

Based on medical evidence showing EDB as a human cancer-causing agent, several months ago the IBT petitioned OSHA for an Emergency Standard reducing permitted worker EDB exposure. The current OSHA standard for the chemical is 20,000 parts per billion (ppb), which the IBT wants reduced to 15 ppb. Acting independently,

the State of California reduced its standard to 130 ppb shortly after the IBT petition to OSHA.

In the midst of the debate over the proper level of exposure, Dr. J. Donald Millar, director of NIOSH, has released an official NIOSH document re-evaluating the hazard presented by EDB. The words of the document, called a "Current Intelligence Bulletin," speak for themselves:

"The National Institute for Occupational Safety and Health reaffirms its 1977 recommendation that EDB be treated as a potential human carcinogen in the workplace." The bulletin went on to say, "Inhalation studies with rats and mice at EDB concentrations below the current OSHA permissible exposure limit of 20

ppm (20,000 ppb) demonstrated a carcinogenic risk."

The remainder of the bulletin is devoted to a review of the research conducted on EDB by NIOSH and others. Evidence is given as to EDB's status as not only a carcinogen, but also as a suspected cause of sterility and reproductive cell mutations.

NIOSH was established in 1970 to be the independent research organ for OSHA. In the past, the recommendations of NIOSH have been the basis for OSHA workplace regulations. In light of the conclusive medical evidence on EDB and the high degree of worker risk, the question Teamsters should ask of OSHA is: "When are you going to listen to NIOSH?"

## KNOWING THESE CODES COULD SAVE LIVES

TEAMSTERS around the country should be on the alert for a new advance in hazardous materials transportation safety. Knowing how to use it could mean the difference between life and death in an accident.

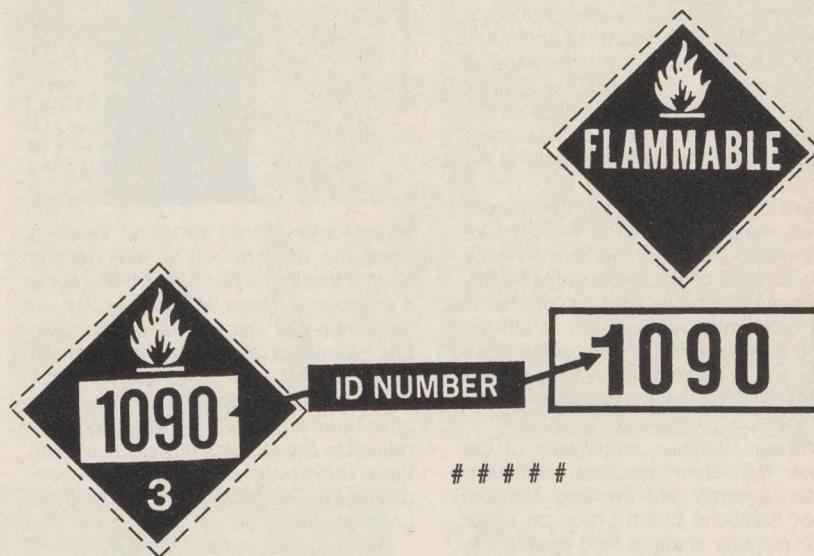
A special four-digit number is the key-stone to this new system, developed to allow local officials to quickly identify hazardous chemical cargoes involved in motor or rail carrier accidents. The identification number appears on diamond-shaped placards and rectangular orange panels displayed on trucks, rail cars and portable tanks carrying hazardous materials.

In order for the new system to be effective, people must understand how it works.

If an accident or spill occurs, a motorist, resident, truck driver or a passerby can take note of the number and report it to local officials. Such persons should also report the color of the placard on which (or next to which) the ID number appears. Placard colors indicate a class of hazardous material such as red for flammable liquids and gases.

Hazardous materials include familiar products like gasoline (ID number 1203) and fuel oil (ID 1993), but also exotic chemicals with multisyllable and often unpronounceable names. So the system is designed to be used by laymen who are totally unfamiliar with chemical names.

If a truck, for example, carrying the number "1781" was involved in an accident, local officials who know the number could determine what protective actions to take



without even needing to know the substance is called "hexadecyltrichlorosilane."

When police or fire personnel are informed of the ID number, they can identify the material involved, what fire, explosion and health hazards it may pose and what steps to take to protect lives and property. This information is contained in DOT's new Emergency Response Guidebook, which is being distributed to police, fire and other emergency response organizations. Interested Teamsters may obtain a copy by writing to the International Safety and Health Department.

Effective November 1, 1981, DOT is requiring that the ID numbers be displayed

on vehicles and containers.

People are advised to stay away from the scene of a hazardous materials accident. But persons who encounter an accident and see the number are urged to report it to local officials.

The new system was developed by DOT's Research and Special Programs Administration. RSPA, through its Materials Transportation Bureau, regulates the packaging, labeling and marking of hazardous materials in transportation. Below are examples of how the ID number is used. At left, the number is shown on a placard. At right, it is set on an orange panel below the placard.

# ACTIVE IBT LOCALS

UTICA, NEW YORK

## Despite Bitter Strike, Wedding Bells Ring

Not even a bitter strike could keep the wedding bells from ringing for Teamsters Brenda and Thomas Groff, two Local 182 members who married recently after love bloomed on the picket line at Rite Aid Distribution Centers—lines they and 198 coworkers have been manning since June 29, 1981, when the workers went on strike in a bid for pay equity and safer, more sanitary working conditions in a new contract being negotiated by their Teamster local.

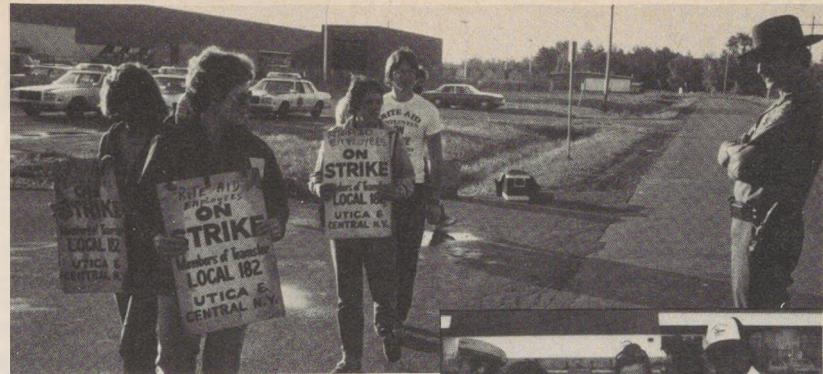
The young lovers, both employed at the plant, a few weeks ago decided to get married despite the strike and made a visit to the picket lines with their wedding party their first stop after the church. There, fellow workers congratulated the happy couple and shared their joy—picket signs in hand and still walking the line.

The Rite Aid dispute, now in its seventh month, centers around the Teamster local's efforts to win for workers an equitable contract containing reasonable pay provisions and better working conditions. The company's replacement of striking union workers with union-busting scab labor and its subsequent refusal to take back any of the strikers has complicated that issue.

Striking Teamster employees of the Rome, N.Y. pharmaceutical distribution center currently are awaiting National Labor Relations Board action on unfair labor practice charges filed against the company. So far, every decision handed down has favored the local.

Local 182 officers say the trouble with Rite Aid began with the multi-million dollar drug firm's refusal to pay proper and reasonable living wages to employees at its Rome plant. The union sought to win for Rome Teamsters the same wage rates the company already pays employees at its Harrisburg, Pa. distribution center, who do exactly the same work as the Rome employees.

Faced with a bargaining impasse during contract negotiations, members hit the streets nearly 30 weeks ago to emphasize their demands. Since then, the strike has continued, and the company day after day has increased its barrage



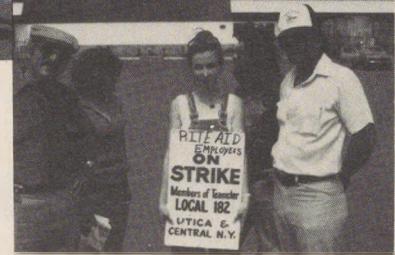
Love conquered all on the picket line outside the Rite Aid distribution center in Rome, N.Y. as Teamster Local 182 members Brenda and Thomas Groff wed recently, in the midst of Teamster employees' strike against the company to gain contract parity.



of anti-union tactics aimed at breaking down the workers' will to win. Not the least of these was Rite Aid's offer to settle if employees "were willing to accept an 'under-the-hat' wage offer and resume employment at lesser pay than Pennsylvania workers . . ." according to Local 182 President Rocco F. DePerno. That offer, however, went along with a concrete refusal to accept back any of the striking Local 182 members after settlement, conditions the Teamster local clearly found unsatisfactory.

Rite Aid's tactics have been many and varied. Among them, the company has been accused in Teamster petitions to the NLRB of improperly assisting and encouraging employees to resign from the union by offering them benefits different from those offered to the union and of improperly videotaping and photographing picketing employees engaged in peaceful picketing in an effort to intimidate them. "(These and other) employer actions are designed to induce striking employees to cave in and return to work," Local 182 officers charge.

The company has been aided in its efforts by non-union county sheriffs, who have been strong-arming picketing workers and harassing union members, while looking the other way every time the



At the top, nobody knows what the deputies were expecting when they arrived this day to monitor the picket line activity, but from the number of police cars around, it must have been plenty of action. Instead they witnessed a calm, non-violent demonstration by workers intent on getting only a decent wage for their day's work and some safety and health concessions. Strikers on the line include June Austin, Rose and Kevin Moore.

Above, the sign says it all, as Rite Aid workers take a break from picket line duties. From left to right are: Local 182 Business Agent Victor Olivadoti, strikers Debbie Nichols, Paula Schreter and Wayne Yaddow, and Business Agent Terence Majka.

company's non-union personnel attempt to bait workers and commit other picket line abuses.

Local 182 recently sought to bolster its efforts by making consumers aware of Rite Aid's anti-union tactics and encouraging consumers not to buy these products. Already the Teamster local has been pledged considerable support. Two state labor organizations recently urged their union health programs not to honor Rite Aid prescriptions for the duration of the strike. The New York State Union Label Trades Department has passed a resolution of support for the local and urged all AFL-CIO members in New York State not to purchase Rite Aid drugs or patronize their stores, and several international unions, including the International Molders and Allied Workers Union, have asked members to assist in support the striking Teamster local's efforts.

For now, Rite Aid employees remain on the streets, but are still determined to achieve the gains for which they walked out. Local 182 President DePerno has promised the workers that in the end they will get the equitable contract they deserve and return to work, despite the company's union-busting efforts, because their Teamster local is just as determined as they are!



ALBANY, NEW YORK

## Teamster Elected Head Of Marine Corps League

Teamster Local 294 member and Holmes Trucking Co. tractor-trailer driver Joseph Mammone was recently elected National Commandant of the 25,000-member National Marine Corps League.

Mammone, a Teamster for more than 28 years and a city steward at Holmes, plans to handle the obligations of his new post along with his driving duties and Teamster responsibilities in coming months, using his vacation leave from Holmes for league-related work.

Mammone has been a member of the league since 1943 when he was a Marine stationed on the island of Guadalcanal in the Pacific. Over his years since in civilian life, he has been increasingly active in league work. In addition to serving as commandant of his local chapter in Albany, Mammone in 1977 was honored as Marine of the Year by the national league, and in 1979, was elected national senior vice commandant, the second highest office in the organization. These duties culminated in 1981's election to the group's highest office, of which

Mammone says: "It's an honor to be chosen for such a high post. I'm proud of it."

Mammone notes that the league is very much like the VFW or American Legion, but limits its membership to active duty, honorably discharged or retired Marines only. Under his direction, Mammone says, a major goal of the organization will be to seek improved benefits for Marine veterans, especially Vietnam vets. "They were kind of mistreated when they got back," Mammone says. "They especially need more benefits."

Mammone points out that league members participate in the Veterans Administration Voluntary Service Program, an assistance program for hospitalized veterans; a national service program which provides assistance to veterans on a wide range of matters relating to their military service, and provides effective representation for members before Congress, the White House and government agencies on legislative matters. Among its other functions, the group also awards scholarships, provides membership incentives, aids Marines' widows and orphans, participates in patriotic functions and sponsors a youth physical fitness program nationwide.

UNION CITY, NEW JERSEY

## N.J. Teamsters Named Deputy Sheriffs

Teamsters Danny Rubino, business representative of Local 560 in Union, N.J., and Jay W. Dildine, recording secretary, were recently sworn in as deputy sheriffs of Hudson County by Sheriff Peter DiNardo. Ceremonies took place at the Sheriff's office in the Administration Building, Jersey City, N.J. Looking on is Edward Quirk of the Sheriff's Department.



NEWARK, NEW JERSEY

## It Pays To Be A Teamster!

Douglas Cobb, a shift steward and Local 97 member, is living proof that it pays to be a Teamster. After Cobb was discharged unjustly from his job at Cerro Communications Products in Freehold, N.J., officers of his local union reviewed his grievance and determined that he did, in fact, have a case. Thanks to the local's successful pursuit of his arbitration, Cobb was recently awarded a total of \$3,082.24 in backpay. Shown here presenting him with his award are, from left: Local 97 Secretary-Treasurer Thomas A. Donohue, Cobb, Business Representative Carl Quartraro, and President Arnold Ross.



# ACTIVE IBT LOCALS

NEW YORK, NEW YORK

## Teamster Local Hosts Fourth Seminar

Teamster Local 111 of New York City recently hosted its fourth annual educational conference, attended by more than 60 business representatives and stewards.

Among the delegates were representatives of WUI, NCR and TRT, who had gathered to listen and learn through participation about a broad-based range of issues which confront the labor movement today.

To say that members received an education and enlightenment on labor issues would be a gross understatement, noted local union officers after the event. Speakers addressing the gathered Teamsters ranged from a professor of political science and economics, the leader of the largest Teamster local on the East Coast, and an elected member of the N.Y. City Council, to a representative of the striking PATCO workers, an attorney and labor leaders representing paperworkers, railroaders and Swingline Stapler workers. Subjects ranged from Reaganomics to city politics, from economics to labor leaders' visit to China, and from the PATCO strike to human rights violations in Northern Ireland.

The stewards and representatives attending had experience ranging from as little as a year on the job to more than 36 years of union involvement. Seasoned or green, they all were awed by the speak-



Above, member participation was an important part of the learning process for Local 111 Teamsters, who said they gained a lot from the far-ranging educational program hosted by their local.

At right, Local 111 President Dan Kane moderated the two-day educational seminar held by the New York Teamster local recently.



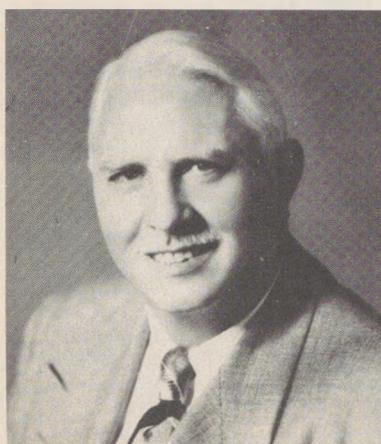
ers, who one after another, captured their interest and held their attention with their insightful remarks on labor, political and economic issues.

Speakers addressing the group included: Barry Feinstein, president, Teamster Local 237 and a member of Joint Council 16's executive board; Teamster Local 808 Secretary-Treasurer John Mahoney, who discussed the Swingline organizing campaign; Michael Harrington, professor of political science and economics, Queens College; Ruth Messinger, a member of the New York City Council and member of the National League of Cities; Attorney Frank Durken; Paper Workers Local 107 Business Manager Lou Gordon, and Mitch Cooke, chief steward for PATCO at LaGuardia Airport.

The two-day session was chaired by American Communications Workers' Local 111 President Daniel Kane, who noted that in today's anti-labor environment, it's important for union representatives to have broad-based knowledge about the things that affect labor as well as the specifics of how to represent their members. "These conferences are geared to addressing those broader labor issues," Kane noted.

Two films were shown during the seminar, one on the right-to-work movement and the other on women's involvement in the C.I.O. strikes in the 1930s auto industry. Both films forcefully reminded participants of labor's long-lasting struggle for its rights, a struggle that continues even today. Delegates also acted on two resolutions, one in support of human rights in the north of Ireland and another supporting the PATCO strikers.

At the end of the two-day session, participants left with a real sense of solidarity and friendship. Delegates, when asked for their impressions of the meeting, told the real story of the gathering's impact with their comments. Said Local 111 member Joe Fodera: "It was enlightening. It scares the s--- out of you." Frank Gaudioso called it "... the best and most interesting conference I've ever attended." From Ed Sudol came kudos for "... a job well done." Perhaps Ed Rayfield had the best summation of the program and its impact on Local 111 members. "Local 111?" he said. "It's a *REAL* union! Not only are the members educated on local problems, but on national and international ones, too. I found the conference very informative."



HAGERSTOWN, MARYLAND

## Local 992 Loses Longtime Officer

E. W. Butler, a veteran Teamster leader and for 35 years secretary-treasurer, organizer and business agent with Local 992 of Hagerstown, Md., died recently. The Teamster leader had been in retirement for several years prior to his death.

Butler, who came to Hagerstown from Washington, D.C., was credited as being a driving force behind the growth of the Teamsters' affiliate from just a handful of members back in 1939 when it was chartered to its present membership of 2,600.

Butler also had served as first a trustee and then as a vice president of Baltimore,

Md. Teamster Joint Council 62, prior to his retirement.

Under Butler's leadership, Local 992 members experienced a number of innovations in member services, among them creation of the local's first insurance program in 1953 and implementation of its first pension plan in 1958. Local 992 also was one of the first Teamster locals to endorse the idea of reciprocity agreements with other pension plans. In accordance with a resolution passed by delegates to the 19th Teamster convention, the local also became one of the first participants in the Standard Reciprocal Agreement adopted in 1968. Butler served as a trustee of both insurance and pension plans during his term of office.

## HARTFORD, CONNECTICUT

### Clambake Benefits Teamster Retirees

Teamster Local 559 members, anxious to help their new retirees' chapter, held an old-fashioned clambake get-together a few months back, with a share of the proceeds going to the retirees.

Not only was the affair fun for all who attended, but helped fill the club's coffers for upcoming winter events. Retiree Club President Louis Maltempo, who before his own retirement had held posts as president, vice president and business agent of the Teamster local, said he and other retirees were very grateful to the members. "It's good to see the present younger members showing interest in the retirees," Maltempo added.

He and the club's recording secretary, Peter Silva, received a check to be used by the retirees at their October retirees' meeting. In accepting the check, Maltempo reminded Local 559 officers that "this is your club, too. What you are doing is getting this club started so you younger members can continue where we left off."



Here, presenting a check representing the proceeds of the Teamster outing to Louis Maltempo, president of the new Retirees Club, are members of the committee which arranged the outing,

including from left: Local 559 Vice President Jack Bruce, Ed Kaminsky, Maltempo, Frank Bidwell, James Marmo, Pete Silva, Ben Berube, Jack Fennelly, Jerry Walsh and Art Geltz.



## MILTON, PENNSYLVANIA

### Teamster's Honored For Million Mile Record

Teamster Local 764 member Carl Snyder was honored recently by his employer, Preston Trucking, with a million mile safe driving award.

Snyder, employed at the company's White Deer, Pa., facility, received his award—along with membership in the prestigious Million Mile Club—at a recent safety dinner given by the company.

Here, congratulating the Teamster on reaching this important safe driving milestone are, from left: Mike Kossar, Preston terminal manager; Preston Trucking Safety Director Max Drauschak; Snyder; his wife, Betty Snyder; Local 764 Business Agent James Wessner, and President Charles Greenwalt.

## HARRISBURG, PENNSYLVANIA

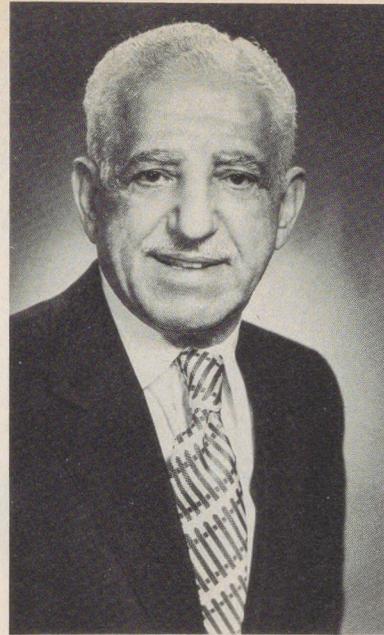
### Local 776 Members Net \$10,898 Backpay

Through the successful efforts of Teamster Local 776, three of its members recently obtained a favorable arbitration award against their employer, J. R. Butler Co., Inc. of Dunmore, Pa., which violated the collective bargaining agreement by improperly assigning work to the bargaining unit.

Shown here presenting the Teamsters with their backpay awards, which amounted to more than \$10,897.99 in all, are from left to right: Don Moudy, president of the Harrisburg, Pa. local; recipients George Forney, Jr., Richard Sanchez and Ellis Squires, and Local 776 Business Agent Harry Arnold.



# ACTIVE IBT LOCALS



NEW HAVEN, CONNECTICUT

## Teamster's Death Ends Half-Century of Service

John A. Pisano, for more than 40 years secretary-treasurer of Teamster Local 443, died October 10, 1981.

The Teamster's career in the labor movement had spanned nearly a half century of service. Brother Pisano, a charter member of Local 443 back in 1933, began his Teamster career as a road driver for Adley Express. In March, 1941, he was elected secretary-treasurer of the Teamster local, a post he continued to win reelection to right up until the time of his death.

Pisano also served as secretary-treasurer of Teamster Joint Council 64 and as a trustee of Local 443's health services and insurance plans.

The late Teamster leader was succeeded as secretary-treasurer by his son, Vincent S. Pisano, who was elected by members to fill out the elder Pisano's unexpired term.

NORTH BRUNSWICK, NEW JERSEY

## Local 701 Members Receive Safety Awards

Teamster Local 701 members had their outstanding driving records acknowledged recently during East Coast Transportation Corp.'s Safety Awards Brunch, held at Woodbridge, N.J.

Some 26 of the company's drivers received American Trucking Associations' safety awards during the program, while seven drivers were admitted to lifetime membership in the National Safety Council's exclusive "Million Mile Club". The NSC-honored drivers also received gift watches, in appreciation of the fine performance of a minimum 25,000 hours of safe driving each.



Here, congratulating the new million milers are, from left: Herbert Marshall, general superintendent of the district for Union Carbide Corp. and customer representative; Teamster Local 701 members and NSC award recipients

Paul Gerula, Harold Cline, John Zadresky, Ralph Vandeventer, Charles Pilot, Richard MacDonald and Robert Hutchinson; and John A. Magrino, driver supervisor.



## Local 28 Retirees Are 100 Strong

Members of Taylors, S.C., Teamster Local 28's retirees club, 100 strong,

gathered recently with their spouses for a meeting, followed by a covered dish supper. Members of the club meet monthly at union headquarters and really enjoy the fellowship they've gained, not only among their own membership, but with other retirees

from Joint Council 9, with whom they're affiliated, they say. And just like old firehorses, they're always rarin' to go to assist the Teamster local in its organizing drives and any other activities it calls on them to perform. Now that's senior power!

## DETROIT, MICHIGAN

### Tough & Tenacious, Yes; A Muscle Man, No

For some people, the mere mention of the Teamsters Union conjures up images of rough, tough and ready muscle men, although we in the union know that image long ago gave way to a diverse collage of members, representing all crafts, races, sexes and ages, working side by side.

Some residents of Detroit, Mich., however, still haven't gotten over the latest addition to the staff of Teamster Local 214, headquartered in Detroit. Alice Gerlach, a stylish, "over-50" grandmother, is the newest business agent of the Detroit local, hired to represent public school office workers for the local's newly created division, the Professional-Secretar-



#### ial/Clerical-Technical Employee Division.

She is tough and she is tenacious, Gerlach conceded in a recent newspaper interview, but only if tough means "consistent," "fair" and able to provide "good representation" for the local's 1,900 public school office workers throughout the state.

Gerlach adds that she's more than ready for the challenges of the 1980s: gaining recognition for office workers, improving wages for public workers when public support dollars are shrinking, upgrading jobs and overcoming sex stereotypes of women lacking the political savvy and aggressiveness deemed necessary to make gains at the bargaining table.

Gerlach, who has 18 years' experience as a public school secretary and three years' experience as an elected shop steward, will organize bargaining units and conduct other union activities for Local 214.

As one of her first tasks as a business agent, Gerlach was assigned to negotiate a contract for her old unit of some 185 members in the Ann Arbor Public School District, who have held membership in Local 214 for some 10 years. Current top wage possible for district office workers is \$14,929, a figure Gerlach would like to change.

"Women expect more from a working experience today than they did 10 to 12 years ago," she says. "It (office work) is not just a job. If there is a goal by the

worker, there has to be more incentive by the employer." This Teamster says her own experiences as a secretary gave her empathy for the workers' problems that should help along the way.

Gerlach's appointment comes at a time when unions, including the Teamsters, are turning their attention to the vast numbers of unorganized office, professional and white collar employees in this country, with an eye toward organizing them.

Joe Valenti, president of Local 214, admits that his local has probably lagged in pursuing clerical workers in the past, but adds that through Gerlach, they hope to make inroads in organizing office workers throughout the state. "She represents experience," he notes. "You can't say she's some chick from the Teamsters."

Valenti approached Gerlach and offered her the job of business agent. Gerlach, wife of an Ann Arbor News classified advertising manager, said applying for the job as business agent never occurred to her. "Coming from a non-union family (her father was a certified public accountant and her mother was a non-union teacher), I probably would not have believed I would be a member of a union, let alone representing a union."

But Gerlach has enthusiastically embraced her new position. "It is now time for women office workers to be represented by people who have shared their same work experience," she says. Teamster Local 214 couldn't agree more!

## WAUKEGAN, ILLINOIS

### Teamster's Non-Service Record's Honored

Nearly 36 years after being released as a Japanese prisoner of war, Teamster Local 301 Vice President Anthony Serdar was more surprised than anyone recently to discover that he was being awarded three medals and had recently been discharged from the U.S. Navy—although he never was a sailor.

Serdar, a Teamster for the past 25 years and a local union officer for the past 10, received the commendations recently for his actions as a civilian during World War II.

Serdar saw men starved, beaten, shot and beheaded during nearly four years as a prisoner of war. Before his capture, he and 1,600 others, outnumbered and outgunned, defended Wake Island for 16 days from Japanese invasion forces that were overrunning Allied bases in the Pacific Ocean and throughout Southeast Asia.

Serdar learned a few months ago that, despite his never having been in any service branch, the U.S. Air Force and Navy are regarding him and 450 other living civilians of that attack as combat veterans entitled to receive veterans' benefits for their aid to 400 Marines in defending the three-square-mile island.

Recently Serdar received his U.S. Navy discharge papers, a World War II Victory Medal, an American Campaign Medal and an Asiatic-Pacific Campaign Medal for his troubles.

The Teamster's unique tale began back in July, 1941, when Serdar at the age of 20 began working for a private contracting firm building a submarine base on Wake Island. The Japanese Navy attacked the island at the same time it bombed Pearl Harbor, about 2,300 miles east of Wake, on Dec. 7, 1941.

The 400 Marines and 1,200 civilians there at the time fought side by side until Dec. 23 before being captured by the enemy. "We fought off 19 bombing raids and repulsed a landing force in those 16 days," Serdar said. "But on the 20th they landed about 1,000 men, and we didn't have enough guns for all the Marines, much less the rest of us."

All but 100 of the survivors of the battle were loaded onto a ship, the "Nita Maru," and taken to a prisoner of war camp near Tokyo. Those left behind were forced to string barbed wire around the island and prepare battle emplacements against a possible American counterattack. By the time they were finished several of the men had starved to death; the other 96 were lined up on the beach and machine-gunned," Serdar says.

While on the "Nita Maru," Serdar said, "four men were hauled up out of the hold

and beheaded." And that was just the beginning of Serdar's 3 year, 9 month, 25 day ordeal as a prisoner of war, a time in which he was shuttled between several POW camps in Japan and China, going wherever the Japanese needed heavy manual labor done or wherever American bombers could not reach them.

By the time Allied troops finally freed the prisoners, they were in a little town called Mao-tsu. They were taken to Yokohama where medical teams examined those who'd survived and found them terribly malnourished, totally debilitated by the hard work, lice, fleas and daily food ration of three cups of rice a day. Serdar's weight had plummeted from 180 to 120 pounds and he had contracted beri-beri and tuberculosis.

The Teamster says he remained in Japan and later on Guam Island from the time of his release in mid-August, 1945, until Oct. 2, when he returned home to the state of Washington.

In 1946, he journeyed to Waukegan to visit some relatives, met his future wife and decided to stay. Joining the Teamsters in 1954 as an employee for North Chicago Lumber Company, Serdar put the past behind him and there it stayed, until an appreciative government reminded this patriotic American of how grateful his nation was for his civilian sacrifices. Local 301 is proud, too, to have so distinguished a hero among its leadership.

# ACTIVE IBT LOCALS

## CENTRAL CONFERENCE AREA

### These Tots Are Proud Of Teamster Dads

Two tiny Midwest tots prove even in their play how proud they are that their daddies are Teamsters.

When you ask Teamster Local 56 member Wayne Navis' son, David, what he wants to be when he grows up, he answers: "A semi-driver like my daddy."

David's already practicing, it seems, with an 11-foot scale model 18-wheeler built for him by a relative for his birthday. David's semi, which was built using the wheels from a used baby buggy and a cab built over a three-wheeled tricycle that runs on "unleaded leg power," is nearly an exact replica of the one his father's been driving for Chair City Motor Express Company of Sheboygan, Wisconsin, for 11 years—right down to the horn, gear shifts, windshield wipers, a fifth wheel and lights.

David, we are told, has become an expert on hauling boxes or folding chairs. If you can't reach him by telephone, try looking in the roomy interior of the semi, because when business is slow, you might find David taking a nap inside.

Residing elsewhere in the Midwest,

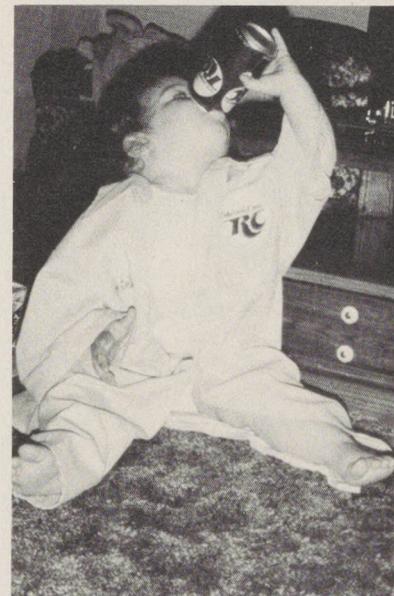


Above, Local 56 member Wayne Navis' son David demonstrates his skills with an 18-wheeler. At right, Local 744 member Richard Weaver's daughter Jennifer Lynn shows that she just loves RC Cola products and the company that keeps her dad employed.

namely in Chicago, Ill., is Jennifer Lynn Weaver, daughter of Teamster Local 744 member and RC Cola employee Richard Weaver.

Jennifer, a 22-month-old charmer, also is a chip off the old block, and it seems that the enthusiasm in her home for working for Royal Crown Cola has really rubbed off on this Teamster tot. Jennifer, we are told, really enjoys dressing up like daddy in the Royal Crown uniform shirt, and of course, patronizes the employer's products—with much gusto.

Now, those are two youngsters who are really learning right about the union movement from the beginning!



## ST. LOUIS, MISSOURI

### Teamsters' Health Unit Gets High Acclaim

The St. Louis Labor Health Institute, a medical clinic and health care program designed especially for members of Teamster Local 688 and their families, received high praise recently from a visiting West German physician who toured the facility as part of a study program to compare health and working conditions in the United States and West Germany.

Dr. Gine Elsner, a professor at Bremen University in Bremen, West Germany, toured the facility recently with Teamsters International Vice President Harold J. Gibbons, a former chief executive of the local who helped establish the institute some 35 years ago.

Dr. Elsner's visit to the clinic was part

of her comparative study of the two countries' safety regulations and health benefits for blue collar workers. Prior to her St. Louis visit, she had also toured workers' health facilities in Detroit.

One of the main differences between American and German health care, Dr. Elsner noted, is that in Germany, employees' health benefits and working conditions are regulated by law, rather than negotiated for as they are for the most part in this country.

She noted that West Germany's national health and medical insurance programs, some of which date back as far as the late 1800s, provide health and medical insurance for all workers and their families.

Dr. Elsner said such a facility as LHI is not necessary for trade unionists because of the national health insurance programs.

In Bremen, West Germany, where Dr. Elsner is a professor of occupational medicine, all blue-collar workers must belong to a "workers chamber," which is comparable to a cooperative that provides all medical and legal services, she noted. Workers must pay a percentage of their wages as dues.

Dr. Elsner termed Local 688's excellent union-run, employer-financed center as "unique." She noted that in Germany the monopoly of the medical profession over outpatient clinics prevents unions there from having any say in the clinics' operation.

At the Labor Health Institute, on the other hand, Local 688 members, retirees and their dependents have access to a wide range of excellent medical services and do have say in how they are treated. The program is financed entirely by employer contributions.

## WAUSAU, WISCONSIN

### Local 446 Beats Kraft, Inc.

Teamster Local 446, in a classic struggle that pitted union workers against non-union employees, recently took on Kraft, Inc., at its Milan, Wisc. plant and won!

The Teamsters' case, filed on behalf of 35 production and maintenance employees at the plant, centered on charges of bad faith bargaining and discrimination against Teamster employees by Kraft.

The local's charges stemmed from its attempt to negotiate better health and welfare benefits during recent contract talks. During the negotiations, the company refused to improve benefits, repeatedly and emphatically telling negotiators that no better benefits were available to Kraft workers. Local 446 continued its negotiations, finally coming to an agreement with the company on January 6, 1981. The union had its ratification meeting on January 15.

The day after that meeting, the company issued an interesting letter to its non-union employees. It stated that effective January 1, 1981, they would be granted new and improved pension benefits. Effective July 1, 1981, the letter added, they would receive new and improved health and welfare benefits.

Local 446 investigated this information, only to discover that Kraft had been contemplating such changes as early as September 25, 1980.



Immediately filing unfair labor charges, Local 446 first had its case upheld by Region 30 of the National Labor Relations Board and then by the General Counsel of the NLRB. Kraft was then ordered to court to be tried before an administrative law judge for a remedy. Before that could occur, though, the company decided to settle the case. To the union's satisfaction, Teamsters employed at the plant are now receiving all the new benefits, at no additional cost to them.

Local 446 is very happy about the outcome of this case, as officers noted

Here, Teamster Local 446 President Jerry Allain (right) hands Kraft Inc. Milan, Wisconsin Steward Alice Kittl (center) and Committeeman Rodney Frahm a brochure detailing the new health and welfare and dental benefits plan won for employees of the Kraft plant.

recently. Not only is it a great victory for members, but represents a tremendous blow to Kraft and its never-ending corporate anti-union activity.

## CHICAGO, ILLINOIS

### Teamster's Valor Overcomes His Ills

To look at Herbert Pasaye, a driver for United Parcel at its Franklin Park, Ill. installation, who weighs about 135 pounds and is 5 feet, 7 inches tall, you'd never believe he'd be anything other than the reserved, mild mannered person he appears.

But this member of Teamster Local 705, while at home recovering from gall bladder surgery, recently demonstrated that looks can be deceiving, especially when injustice arises.

Pasaye's mother-in-law, Mrs. Sylvia Fitzgerald, who is employed in the office of Teamster Local 754, lives across the street from Pasaye's home in suburban Oak Park. Glancing out his window, Pasaye spotted two men assaulting Mrs. Fitzgerald. What happened next is described in a citation presented to Pasaye by the Oak Park Village Board:

"Mr. Herbert Pasaye witnessed two offenders enter the home of the victim and commit an aggravated battery by throwing the victim down the front stairs of her home. The suspects ran from the scene and were pursued by Mr. Pasaye while his wife Cynthia called the Oak Park Police Department."

Pasaye was joined by two neighbors

in chasing the offenders for five blocks, before they were apprehended. Both were placed under arrest by Oak Park police.

The Oak Park Village Board citation to Pasaye includes these words:

"The Illinois Association of Chiefs of Police, by action of its Executive Board, award to Herbert Pasaye, in recognition of meritorious service in the cause of law enforcement in the state of Illinois."

Mrs. Fitzgerald suffered a broken leg and was badly bruised in the attack. She is back on the job at Local 754. "I will never forget Herb's bravery," she says. "He was recovering from serious surgery, but ignored his personal pain to come to my rescue. I am sure he saved my life."

This wasn't Pasaye's first heroic action, either. For his service with the 48th Assault Helicopter Squadron in Vietnam from 1965 to 1968, Pasaye was awarded the Bronze Star and the Air Medal.

Pasaye is back at work now, driving for United Parcel Service, but we're sure, should another victim happen his way, this Teamster will be there again to help save the day.



Louis F. Peick (left), secretary-treasurer of Teamster Local 705, Chicago, congratulates Herbert Pasaye, member of Local 705 employed by United Parcel Service, for his bravery in apprehending two offenders who attacked his mother-in-law.

# ACTIVE IBT LOCALS

MINNEAPOLIS, MINNESOTA

## Local 320 Members Become Area Heroes

Thanks to four members of Teamster Local 320, all employees of the Hennepin County Juvenile Center, three young canoeists are alive today who might otherwise not be.

The four Teamsters—Steward Vern Norton, Steward Bob Lawrence and Gary Schleusner, all juvenile corrections workers, and their coworker, security guard Archie Trott, were fishing on the Rainy River near International Falls a few months back when they spotted an over-

turned canoe and saw three soaked, panic-stricken canoeists bobbing in the water.

Norton and Trott, reacting immediately, paddled to the canoe and pulled the wet canoeists into their boat, while Lawrence and Schleusner collected the unlucky sportsmen's gear.

A witness to the rescue sent a letter to the Hennepin County Court Services Director lauding the efforts of the four fishermen who "reacted immediately in a life and death situation" and "put themselves in danger by helping these panic-stricken men . . ."

Good going, brothers!

CHATTANOOGA, TENNESSEE

## Local Lets No Grass Grow Underfoot Here

In what has to be one of the fastest organizing drives on record, Teamster Local 515 officers surprised even themselves a few months back when they set out to organize employees of Lookout Distributors early one month and by month's end, had the members signed and their first contract negotiated.

Workers at the company were equally impressed with their new two-year contract, which provided hefty increases in wages and benefits.

Business Agent Dewey Campbell says the chain reaction came about after the local, armed with union cards from the employees, made a routine demand, by mail, upon the employer for recognition. To Campbell's pleasant surprise, the company agreed to a check to verify whether the majority of employees had signed authorization cards. The subsequent "card check" revealed that more than 99 percent of the employees had signed with Local 515. Faced with such overwhelming enthusiasm, the company conceded without an election and promptly began negotiating with the Teamster local.

Members ratified their first union contract within weeks from the time they first signed union cards, setting a record of sorts for the efficient Teamsters of the Tennessee local.

Lookout Distributors is a wholesale liquor distributor of brand name spirits such as Gallo wines, Hiram Walker, Smirnoff Vodka, Jim Beam and others. And as other Teamsters from the local welcomed the new members aboard, they noted their pleasure in having been able to get them organized the easy way for a change.—Now if all companies would just be so agreeable . . .

NEW ORLEANS, LOUISIANA

## Local 270 Officer Appointed to VFW Post

Joseph Guidry, Sr., a member of VFW Post 3121 and business agent for Teamster Local 270, was recently appointed by the Commander-in-Chief of the Veterans of Foreign Wars of the United

States to serve as a member of the organization's National Americanism Committee.

VFW Commander-in-Chief Fellowcock, in announcing the appointment, cited both Guidry's record of service and achievement and his dedication to the nation and the VFW as key factors in his selection.

The committee on which the Teamster will serve is responsible for establishing goals and objectives for the VFW for the 1981-82 administrative year.

The Teamster veteran has served as a business agent of New Orleans Teamster Local 270 for more than 24 years. His brothers and sisters salute him for this outstanding civic involvement.

## REMINDER ON YOUR WITHDRAWAL CARD

**Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws.**

## SAN ANTONIO, TEXAS

### Local 1110 Retirees Honored by Local

Members of Teamster Local 1110 who retired during 1981 were honored recently at a luncheon held at the Pearl Brewing Company.

The 22 retirees honored represented a combined membership of 731 years, with an average 33 years of membership each.

Four members were given awards for more than 40 years of service as Teamsters. Among them, Rex Ballard was cited

for 43 years of service, Roy Levis for 45 years, Arthur Levis for 43 years, and Albert Palmeri for 40 years.

Awards also were presented to Ewald Demel, with 30 years as a Teamster; Edward Forman, 28 years; Lee Hosek, 34 years; J. R. Hubbard, 35 years; Ernest Javor, 30 years, and Pete Jonitz, 38 years.

Others honored included Joe Koch, 31 years; Daniel Moczygemba, 33 years; Warren Newman, 28 years; Nick Pawelek, 28 years; Fred Perez, 38 years; Vincent Rakowitz, 29 years; Clarence Raske, 32 years; Oscar Rodriguez, 30 years; Jerry Spears, 20 years; Roy Stuart,

32 years; George Vacek, 30 years; and Scottie Willeford, 34 years.

Rex Ballard was singled out for special recognition for his 30 years as an officer of the Teamster local, while Roy Levis, too, was honored for his years as a Teamster local union leader.

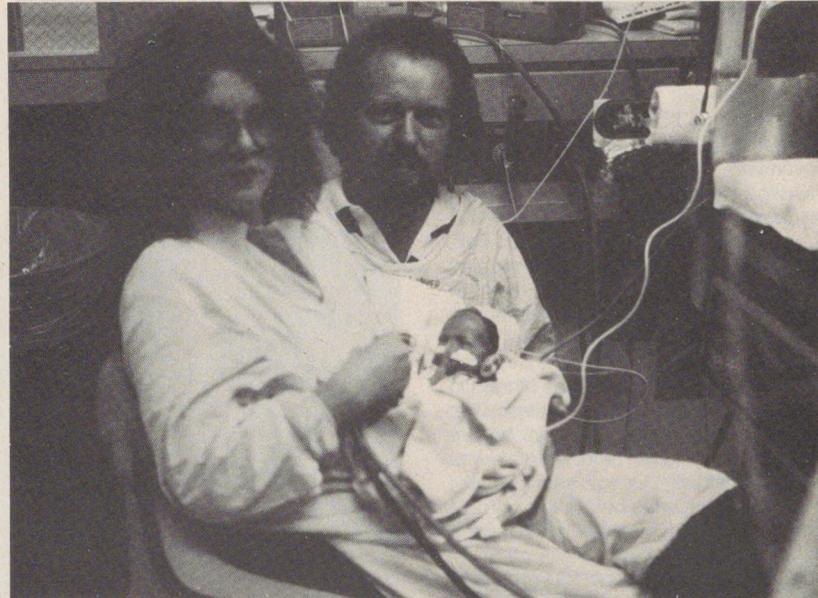
During the awards presentation, Local 1110 Secretary-Treasurer George Eichler traced for those present the history of the Teamsters affiliate from its beginnings in June of 1896. Eichler praised earlier members of the local along with the local's new retirees, noting that their efforts were responsible for the good wages, benefits and conditions present members of the local enjoy today.

## NASHVILLE, TENNESSEE

### Teamster Tot Happily Beats Long Odds

For tiny Tasha Danielle Plemons, daughter of Teamster Local 480 member Jimmy S. Plemons, birth last March was just the beginning of a long, hard fight that, thanks to her spunk and stamina, she has just completed.

Tasha went home to her parents' home in Nashville, Tenn. recently after waging a five-and-a-half month battle and beating some long odds to stay alive. The youngster was born March 27, 1981, some three months prematurely. Weighing in at only 1 lb., 9 oz., the tiny infant was given only a 10 percent chance of survival. But survive she did, in the process beating many obstacles. First, her weight plummeted to 1 lb., 3 oz. Next she faced heart surgery. Then over the months that followed came three other operations and four bouts with pneumonia.



Here, Tasha is shown while still at Vanderbilt University Hospital with her parents, Jim and Norma Plemons. These two proud parents now have their mira-

cle baby at home with them at last. That's one tough little future Teamster they produced, we'd say.



## HAMILTON, ONT., CANADA

### Teamsters Congratulate Scholarship Winner

Justine Murdy, one of the Canadian Conference's two winners in the 1981 International Brotherhood of Teamsters' scholarship program, visited her father's Teamster local, up in Hamilton, Ontario recently where she was congratulated by Local 879 members at a general membership meeting. Justine, the daughter of Direct Systems driver and Local 879 member William R. J. Murdy, currently is attending the University of Waterloo, aided by her Teamster scholarship.

Here, shown with Local 879 President Joseph Contardi (left), Justine proudly displays her scholarship certificate.

# ACTIVE IBT LOCALS

SAN FRANCISCO, CALIFORNIA

## Teamster Gives Inside Story on Controversy

"I prolonged his career," says veteran referee Rudy Ortega about a controversial call he made that ended a heavyweight title bout between young challenger Renaldo Snipes and Heavyweight Champion Larry Holmes in Pittsburgh last November.

Ortega, secretary-treasurer of San Francisco Teamster Local 960, has refereed some 25 world championship boxing bouts in 11 countries. He stepped between Snipes and Holmes in the 11th round of their November 6 fight to declare Holmes the winner by a technical knockout.

"When Renaldo Snipes was pinned in a corner and became defenseless with his hands dropped to his sides, he became an easy target and Holmes was hitting him at will," Ortega said recently, recalling the seconds before the call. "At that moment, I moved in quickly to prevent any permanent injury."

Snipes and his handlers protested heatedly after Ortega halted the nationally

televised bout, claiming he should have allowed it to continue. However, top officials at both the Pennsylvania State Boxing Commission and the World Boxing Council supported Ortega's judgment and action immediately after he stopped the bout. Snipes' attorney filed a protest following the bout. Ortega said he believed it would "be meaningless." All four WBC boxing officials who were scoring the fight had Holmes way ahead, Ortega said. Unofficially, he did too. "It was purely an emotional outburst on the part of Snipes and his handlers," he commented.

Just after the hotly contested battle, television viewers witnessed a second fight. That one exploded just seconds after the boxers left the ring as television commentator Howard Cosell was attempting to interview the two fighters and Ortega. According to Ortega, the handlers of the two fighters were on either side of them and Cosell, and Ortega was squatting on the apron of the ring behind them when the incident occurred and caused a near-riot in the arena.

"Snipes' handlers started taunting Holmes and his handlers," Ortega re-

called. "Holmes really was not bugging anyone. The fight was over. These people are professionals; it's a business. They know that."

"They were seated on either side of Cosell," said Ortega of the outburst that millions of television viewers saw. "Snipes' handlers started making direct insults to Holmes and his handlers. It was absolute nonsense. Then Snipes' handlers started to charge at Holmes and his handlers. Both groups started punching, right over Cosell."

"I was about two feet away, waiting to be interviewed by Cosell when he was through with the fighters," the veteran referee noted. "The arena was responsible for security. The security they had was insufficient."

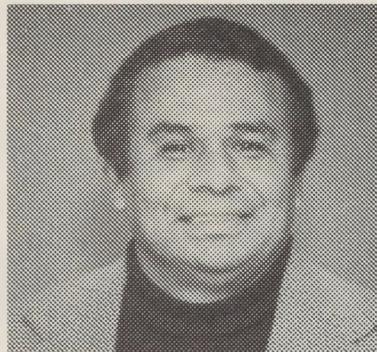
Ortega added that he didn't personally witness the incident during the melee in which Snipes was cut on the arm, an injury it reportedly later took some 40 stitches to close.

"Snipes still had his hand wraps on and his corner was cutting the bandages off when the scuffle started," Ortega said. "Apparently, he was cut accidentally by his own handler. I didn't know he was cut. They rushed him right out of there."

Ortega added that he was as surprised as anyone else in the arena when Snipes unexpectedly landed a right hand and dropped Champion Holmes on the canvas in the seventh round.

"The whole place went wild," Ortega said. "I was pushing Snipes away toward a neutral corner and I picked up the count at six from the timekeeper. Holmes was getting up then. I looked right into his eyes. Surprisingly, he was all right. He came back to control the fight right away."

It was an exciting fight, both during the event and afterward. Brother Ortega's avocation—when he isn't busy with his Teamster duties—is certainly an interesting one, too!

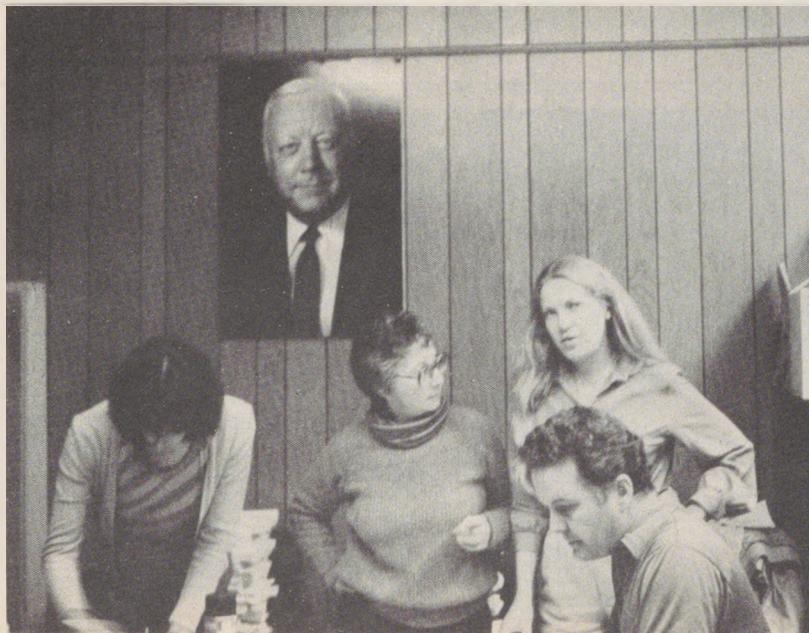


Rudy Ortega

VALLEJO, CALIFORNIA

## Organization's the Key: Who Says We Can't Do It

Show here planning strategy under a picture of Western Conference Director M. E. Anderson, are, from left to right, Typographical Union Organizer Jenny McClure, Newspaper Guild President Helen Palter, Newspaper Guild Organizer Alice Burton, and seated, Teamsters Local 490 Business Representative Ward C. Allen. The issue? A joint organizing campaign at the Fairfield, Calif. DAILY REPUBLIC newspaper.



#### REDDING, CALIFORNIA

### **Teamster Wins \$1,657 Backpay Award**

Teamster Local 137 member Daniel Slettum (center) is all smiles over the \$1,656.62 backpay award won for him recently in an arbitration case pursued by his Teamster local against his employer, Coca Cola Bottling Company of Redding, Calif. Here, Slettum receives a backpay check (which doesn't include back pay for health, welfare and pension benefits also awarded him) from Jim Ross, left, his shop steward at the company, and from Local 137 President Ken McCaulley (right) who handled his unjust discharge case from the first grievance right on through the arbitration process.



#### OAKLAND, CALIFORNIA

### **Former Teamsters Recall Old Days**

With approximately 170 years of Teamsters Union service between them, there were a lot of stories to be shared when former union officers gathered for an informal luncheon out in Oakland, Calif. recently. Seated while visiting Teamster Local 78's office are, from left: Retired Local 78 Secretary-Treasurer Bill York and retiree Elwood Heaney, a former business agent with both Locals 78 and 70. Standing, left to right, are: Retired Western Conference of Teamsters Automotive Director and former Local 315 President and Business Representative John Sheridan, retired Local 78 Secretary-Treasurer "Red" Wallace, current Local 78 Secretary-Treasurer Jerry Corniola, and retired Local 78 President and Business Representative Walter Bovie. Corniola is a trustee member of the Joint Council 7 Executive Board, a post York held before his retirement.

#### SAN FRANCISCO, CALIFORNIA

### **Goldberger's Feted For His Years of Union Service**

Former Teamster Joint Council 7 President Jack Goldberger was honored recently at a special retirement dinner attended by more than 1,500 people. Among those from all walks of life who'd known Jack during his 50-year labor career who had come to wish him well were San Francisco Mayor Dianne Feinstein and former mayor, Joseph Alioto.

Feinstein praised the veteran Teamster leader for his key role in helping her settle labor disputes in the city and proclaimed that she had officially designated the same day, September 14, as Jack Goldberger Appreciation Day in San Francisco.

Alioto brought his own reminiscences of the Teamster to the dinner. He recalled the day back in 1970 when he joined



Goldberger on a picket line over in San Rafael when the printers were on strike against the Independent Journal only to see the determined labor leader taken off to jail for defying a court order against the picket line. Alioto called Goldberger "invaluable" to him in settling strikes during his years in City Hall.

Here, San Francisco Mayor Dianne Feinstein presents Goldberger with a key to the city and the official proclamation scroll announcing Jack Goldberger Day as former Mayor Joseph Alioto looks on and wishes the Teamster well.

# CONSUMERS' CORNER

IF YOU'd rather be known as 'ol blue eyes rather than 'ol four eyes, maybe it's time to join the 12 million people who have switched from eyeglasses to contact lenses.

In considering contact lenses, the first step is to have a complete eye examination by a qualified ophthalmologist or optometrist. Not only will he be able to prescribe the strength and type of lenses for you, but he will examine you for a wide range of eye problems. Even if you are content with eyeglasses, a yearly visit to the eye doctor should be a part of your regular health care regimen.

There are four types of contact lenses: the hard lens; the soft lenses; intraocular lenses, and extended wear soft lenses.

The hard lens was the first contact lens developed. It is also the least expensive of the four, ranging in price from about \$100 and up, including eye exam and follow-up visits, the importance of which cannot be overestimated.

The hard lens also is very durable and can last for years if treated properly. There is a catch to the hard lenses though. Many people have difficulty adjusting to them. Some patients require more than half a dozen follow-up visits to the eye doctor before the lens is ground to a perfect fit. Initially, the lenses can be worn for only a few hours a day, but when tolerance is built up, many wearers can keep them in for up to 18 hours a day.

For those who never get used to the hard lenses, a possible alternative is the soft contact lens. These hydrophilic, or water-absorbing plastic lenses are more expensive than the hard lenses, ranging in price up to \$200 and more for lenses and follow-up visits. They also are less durable, but they do offer the big advantage of being instantly adaptable. Patients do not require any break-in period. However, certain vision problems, astigmatism included, cannot be helped by the

soft lenses. According to the Food and Drug Administration, only six

must be used when using the salt tablets, though. The reason the tablets were banned in the first place was because of reports that improper mixing of the solution, either by using impure water or by mixing the wrong saline content resulted in serious eye infections.

The third type of lens is called the intraocular contact lens and they are used by many people who undergo cataract surgery in which their natural eye lenses are surgically removed. The plastic lenses are then implanted. Cataract patients also were the first recipients of the fourth and most recent development in contact lenses.

Extended wear soft lenses have been approved recently by the FDA for general use. These lenses may be worn for up to a month at a time without daily removal. Lenses cost from \$300 to \$400. They also require many follow-up visits to guard against eye infection. Extremely thin, they wear out more quickly than the other types of lenses and may have to be replaced as often as every year.

Soft contact lens wearers should visit the eye doctor every six months, hard lens wearers every year and wearers of the extended wear soft lenses as often as every two to four months.

Ask the doctor what his fee is and what it covers before you visit him. Also ask about the doctor's fee adjustment in case you discontinue wearing lenses during the initial adaptation period. Often low advertised prices cover only the lenses and not professional services.

Ask about lens replacement insurance in case you lose one or both of the lenses.

For further information about contact lenses, you can request a free booklet, "Facts About Contact Lenses," from the American Optometric Association, 243 North Lindbergh Blvd., St. Louis, Mo. 63141.



people in ten can effectively wear them.

Care for the soft lenses is more involved than that for the hard lenses as well. To prevent bacterial growth, the wearer must clean each lens daily with a special solution and then disinfect it with either a chemical or a heat system. The lenses are disinfected by putting them in a saline solution filled lens case and then putting the case in a small heater. The cost of maintenance while using an FDA-approved saline solution can reach \$100 a year.

There is an alternative to the expensive saline solution however. Despite being banned by the FDA for a period of two years, salt tablets are again approved for use. These tablets, costing about \$7 a year, can be dissolved in distilled water to form a cleansing solution. Caution

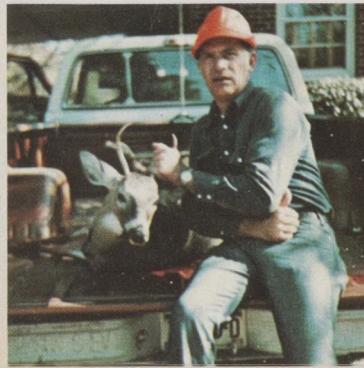
# TEAMSTER SPORTS!



No restful pastimes for Teamster Local 492 member John Tessman, no sir! In his spare time this mechanic for Yellow Freight enjoys rodeo riding, a pastime he's pursued for more than 10 years. Here the Teamster shows off his skills abreast a bull at a recent competition near his Albuquerque, New Mexico home.



These beauties are all members of the prize-winning Teamster Local 164 girls' softball team of Jackson, Michigan. Shown with the youngsters—all between the ages of 6 and 10—is their coach, Teamster Local 164 member and Associated Truck Lines, Coldwater, Mich. branch chief steward Rex Barrington. He helped guide the girls to the area PeeWee Championship during the 1981 season.



Teamster Local 728 of Atlanta, Georgia, held its third annual Bass Tournament recently at West Point, Ga. The Teamsters pictured here took top honors during the event, which is open to all comers. Taking first place honors was Charles Burnett of American Freight Systems. In second place was Jr. Collis, Yellow; third—Joe Helms, Carolina Freight Carriers; fourth—Carey Hamilton, RCA Truck Lines; fifth—Carroll Hawkins, Smith Transfer; sixth—W. R. Pierce, American Freight System; seventh—J. W. Lipscomb, Central Truck Lines; eighth—A. L. Davis, McLean Trucking Co.; and in ninth place, Tony Patton of United Parcel Service.



Not bad for a first time deep sea fishing expedition! This beautiful 65-lb., 4'8" Amberjack was caught during Teamster Local 200 member Bob Otto's first try at the sport while in the Florida Keys area near Islamorada. Otto, a driver for Loop Cartage in Milwaukee, Wisconsin, couldn't be prouder of this vacation trophy.



Charles Jones, a Teamster from Local 667 in Jackson, Tenn., spends his time off from work as a feeder driver for United Parcel Service in the great outdoors. Here Jones is pictured with a deer he bagged recently in Hardiman County, Tenn. This beauty dressed out to 100 lbs., he tells us, and had a two-point 7 1/2-inch antler spike.

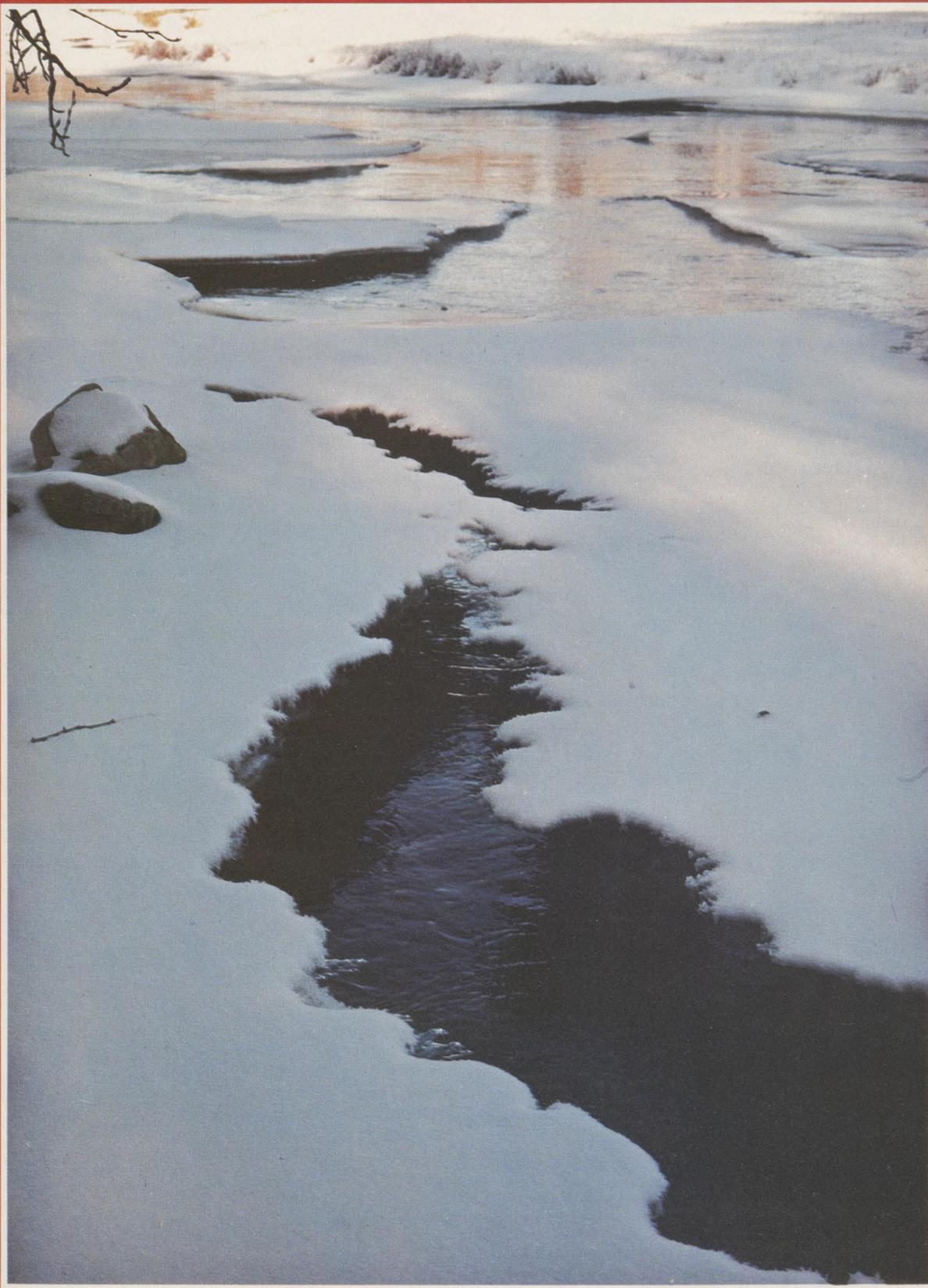




Have a Safe New Year!

THE INTERNATIONAL  
**Teamster**  
DEDICATED TO SERVICE

February 1982





## MESSAGE FROM GENERAL PRESIDENT ROY L. WILLIAMS

THE general executive board met recently and unanimously approved the tentative National Master Freight Agreement, which was reached with trucking employers on January 15, subject to ratification.

We believe the new contract agreement is excellent, and one of which all concerned and the entire membership can be very proud.

It will protect the interests of our members covered by the agreement, and hopefully, help to restore the many jobs that have been lost through deregulation of the trucking industry.

As negotiators, we had an overriding obligation to protect our membership and their livelihoods. We believe that we met this task, and further, ensured that conditions in the economically strapped trucking industry can improve to the point of protecting jobs for the future.

The new contract agreement, which will be brought before the full negotiating committee on January 28, and then mailed to the membership for ratification, will keep our members on the job and competing in a troubled economy, and at the same time will create better opportunities for restoring jobs to many who are now unemployed.

The negotiation talks were reflective of the cooperative atmosphere of the union and employers in our joint effort to help restore depressed conditions in the industry, and, in this context, I believe the negotiations returned to the kind of bargaining that the Teamsters Union used to have in years past, which made us the best union in America.

One thing is certain, this contract is definitely not a sellout by labor, and I believe that everyone knows this, including the media—contrary to the early and erroneous predictions that were stated in advance of the negotiations.

This is a contract that is potent and promising as far as our people are concerned. There has been no deterioration in the monetary aspects, which are so vital to all concerned. Also, the modifications that have been incorporated are those that were proposed directly by the members affected.

The negotiators were constantly aware of the desires of the members and the needs for the future to meet the demands of a very unpredictable economy. To this end, I believe everyone involved in the negotiating process performed responsibly and admirably.

As I said from the outset, the membership themselves will be the first to know the terms of the agreement, and it will shortly be in their hands. I also believe that for the first time in a long time we have effectively countered a great deal of false speculation in the media by withholding the details of the agreement until the membership can fully review it. This was my promise from the beginning.

Finally, we are confident we have produced a pact that all will be pleased with. It is an agreement that will preserve jobs, help regain thousands of jobs lost through layoffs and business failures in the trucking industry, and allow our members to afford a quality of life they are entitled to. We are confident the agreement will do much to enhance our members' ability to work and live in a difficult economy now and for the next three years.

Fraternally,

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.



# THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

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## GENERAL EXECUTIVE BOARD

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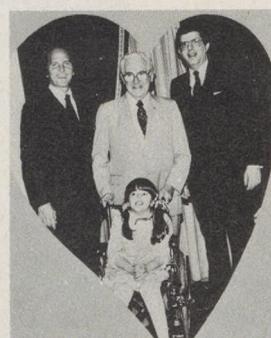
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# Board Approves Tentative M

THE general executive board held its most recent quarterly meeting and approved the tentative National Master Freight Agreement, which was reached in negotiations with trucking employers on January 15.

Calling it an excellent agreement that is both "potent and promising" for restoring thousands of Teamster jobs, General President Roy Williams sought the board's approval and set January 28 as the date for the full negotiating committee to consider the pact.

"This is an agreement the entire membership can be proud of—in every region," Williams told the board. "There has been no deterioration in the monetary aspects that are so vital to all concerned. Also, the modifications that have been incorporated are those that were proposed directly by the members affected."

Williams thanked all those who had participated and made the negotiations successful—"It is an agreement that will preserve jobs, help regain thousands of jobs lost through layoffs and business failures in the trucking industry, and allow our members to afford a quality of life they are entitled to," he said.

Following approval of the tentative Master Freight Agreement, it was announced that initial correspondence had been mailed out to the membership to meet industry's request to reopen early the National Master Automobile Transporters' Agreement. (The proposals by the membership are due back to the IBT by February 12.) Also, plans are under way for the national United Parcel Service negotiations, with the first meeting with employers tentatively scheduled for early March.

Legislative matters important to the entire Teamster membership were discussed in full so that the Legislative and DRIVE Department can set priorities and begin to map out strategy for the new session of Congress, which has just begun. High on the list of priorities is the continuing opposition of the IBT to anti-union efforts to amend the Hobbs Act this year.

"We hope that the Administration can be persuaded to agree with our position that the Hobbs Act need not be changed and that the Supreme Court decision should not be overruled or modified," Williams told the board.

"Meanwhile, at the IBT we have been intensifying our own efforts to counteract anti-union efforts and to reach key members of Congress who could be crucial in the final floor votes," Williams stated.

He announced that the response from the IBT mailing on the Hobbs Act to the membership was overwhelming, resulting in thousands of cards sent by Teamsters to members of Congress opposing any change of the Hobbs Act and the Supreme Court ruling.

Records now indicate that some 25,000 postcards have been sent to Congress from the Teamster membership.

"I think this proves this issue is vital to the membership and they are willing to take the extra step to see that their rights are protected for the future," Williams said.

Other important items discussed by the board included unanimous support to increase DRIVE memberships in the coming year so that Teamsters can effectively raise money to contribute to good candidates in the 1982 elections, and to initiate an extensive effort to get those Teamsters who are not registered to vote to do so before the prescribed time limitations set by every state.

The general president also gave complete reports on government relations activities, Interstate Commerce Commission rulings, safety and health measures concerning diverse Teamster occupations, and an update of activities instituted by the newly created IBT Industrial Trades Division.

General Secretary-Treasurer Ray Schoessling gave his report on the current state of the union's fiscal responsibilities and was followed by other reports from various IBT departments including legislative, legal and communications.

Finally, it was announced that the Teamsters will again this year participate in the National Easter Seal Telethon to be broadcast March 27-28, with Teamsters throughout the country going on television to raise money for the nation's handicapped.

The next regularly scheduled meeting of the general executive board will be spring, 1982.



# Teamster Freight Agreement



During the Teamster board meeting (pictured here), Teamster General President Roy Williams (inset photo at left), makes a point to board members. Seated beside him is IBT General Secretary-Treasurer Ray Schoessling.

# Negotiators Deliver A New Well Ahead of the



# Teamster Freight Pact— March 31 Deadline

TEAMSTER negotiators, after several months of intensive negotiations and a weeklong bargaining session in early January, January 15 ironed out the final details of a tentative new National Master Freight Agreement to cover many IBT members employed in the trucking industry.

The proposed contract, still subject to ratification by Teamsters around the country, directly addresses many of the problems created for Teamsters and the trucking industry by a declining economy and deregulation in the past few years.

Tentative agreement came well in advance of the March 31 expiration date of the current National Master Freight Agreement, as the result of efforts by both sides to bring stability and order back to this seriously threatened national industry and its members, who have seen their jobs eroded and their employers forced into bankruptcy since deregulation occurred.

Negotiators were optimistic that the proposed pact was one both workers and

employers could accept and urged its ratification.

Roy L. Williams, general president of the Teamsters, and Arthur H. Bunte, Jr., president of Trucking Management, Inc., chief negotiators for the National Master Freight Agreement, both expressed optimism that the new pact will foster improved conditions in the trucking industry and help to preserve and protect the jobs of the 300,000 Teamsters employed in the industry.

Both men also voiced their appreciation for the "atmosphere of cooperation" that existed throughout the talks, which enabled negotiators to reach an early compromise.

This spirit of cooperation "reflects the mutual desire and commitment of both parties to improve conditions in the economically strapped trucking industry and thereby preserve and protect jobs of some 300,000 Teamster employees . . ." they said.

"We are pleased that the early negotiation of the National Master Freight Agreement has produced a pact which, in our opinion, will enhance our companies' ability to compete in a deregulated marketplace and survive in an economy weakened by adverse conditions," Bunte added.

They were joined in this optimistic tone by Frank G. Bridge, president of the Motor Carrier Labor Advisory Council, a multi-employer group headquartered in Chicago, which has been bargaining jointly with TMI on the new contract. "We are pleased that tentative agreement has been reached," Bridge noted.

Preliminary talks on the new contract began November 5, 1981. Negotiations have been ongoing since December 1, 1981, when both sides exchanged bargaining proposals.

The National Master Freight Agreement covers nearly 300,000 drivers, warehouse-

men, office and maintenance group employees in the freight industry. The master agreement sets forth the overall economic terms of the contract, while 31 supplements in over-the-road, local cartage, iron and steel, office and garage employees, and truckload/special commodity operations, spell out area wages, work rules and operational aspects. These related agreements were negotiated concurrently with the national agreement. Tentative agreement on these has also been reached.

As this issue of *International Teamster* went to press, the full Teamster Freight Industry Negotiating Committee was preparing to meet January 28. Should representatives of all locals having members covered by the National Master Freight Agreement give their support to the tentative agreement, as is expected, plans will be made to distribute ratification materials to each Teamster covered by this national agreement, so that they can vote on whether or not to accept the new contract.

In the material will be a complete explanation of the terms of the agreement and a ballot for members to use in casting their votes. Affected members are reminded that when they receive their ballots, there will be a deadline for returning them, as noted in the literature they'll receive. In order to make your voice heard, it is important that you return your ballot by this date to ensure that your vote is included in the results.

Terms of the tentative agreement have not been announced publicly yet, pending that mailing to the members.

Still ahead for union negotiators in this year of intense national bargaining are negotiations with management representatives on a new National Automobile Haulers Agreement and a new United Parcel Service national contract. Both of those negotiations will be getting underway shortly.

On the facing page, two tired negotiating team heads, Teamsters General President Roy L. Williams (right) and Trucking Management Inc. President Arthur H. Bunte, Jr., announce the news of the tentative early settlement on a new National Master Freight Agreement after a marathon bargaining session convened in Kansas City, Missouri the week of January 11, 1982. The agreement will be presented to the full National Master Freight Industry Bargaining Committee Jan. 28. Representatives from Teamster locals are expected to overwhelmingly endorse its ratification. Within days, it will be on its way to members for their approval.

# HAVE A HEART:



# GIVE TO EASTER SEALS

Here IBT Warehouse Director John Greeley, the Teamsters Easter Seal Ambassador of Good Will, meets this year's poster child, eight-year-old Mary Sacco, and this year's telethon host, Pat Boone. Composer-musician Marvin Hamlisch, New York City's telethon host, will also appear on the national program, reporting on activities from New York City and the East.



THE 1982 National Easter Seal Telethon will soon be here and Teamsters around the country are beginning to accelerate their efforts to give full team support to this great charitable cause.

Enthusiasm is building and our members stand ready to help in any way they can with this year's fund-raising campaign. With federal budget cuts affecting many social programs this year, Easter Seals and other private charitable groups like it are going to need all the help we can give them to stay afloat and be there when those in need have to call upon their services.

Last month, in Las Vegas, Nevada, IBT Warehouse Division Director John Greeley attended on behalf of the union a special sponsors' weekend convened by the Easter Seal people.

At the gathering, they unveiled exciting plans for the 1982 telethon, introduced all the corporate and union sponsors to each other, described some of the fund-raising efforts being initiated around the country, and gave everyone the chance to meet the Easter Seal people from around the nation, with whom we'll be working closely in weeks to come, as local areas coordinate their efforts with the national campaign.

While at the meeting, Brother Greeley also had the opportunity to meet this year's Easter Seal poster child, eight-year-old Mary Sacco of Milton, Massachusetts.

Mary, he learned, started life with more serious medical problems than most of us encounter in a lifetime. A combination of damage to her central nervous system, internal hemorrhaging, hydrocephalus and general muscle weakness added up to a doubtful outlook for an independent life. The youngster required five major surgical procedures within a two-year period.

Mary began attending the Early Beginning Center in Canton at two years old. At that time, she could not pick up her head, use her hands, speak, sit without support or move independ-

ently. As she received daily physical, occupational and speech therapy, Mary showed steady improvement. When Mary turned six, her family enrolled her in a child care center. "That's when she really began to blossom," says her proud mother, Mrs. Daniel Sacco.

Today, after six years of intensive therapy, Mary is in the first grade in the public school system in Milton. She walks with the aid of crutches or a walker. Mary is a cheerful, responsive youngster who is continuing to develop to her full potential, thanks to an assist from Easter Seals.

While Mary is this year's national poster child, she is just one of thousands of children and adults helped by Easter Seals each year. There are thousands of stories like Mary's, and more are taking place every day in the



hundreds of Easter Seal treatment centers around the country.

Those Easter Seals we stick on our mail at Eastertime aren't just pretty decorations. They represent people helping people, all across America, 365 days a year.

Easter Seal centers provide a comprehensive range of rehabilitation services to disabled men, women and children, regardless of the cause of their disability.

These services, tailored to meet existing community needs, include rehabilitation therapies; vocational counseling and evaluation; home and sheltered employment; special education programs; social clubs; day and residential camping; transportation, equipment loans and a host of other services, John Greeley learned during the two-day meeting.

Successes such as Mary's are a

prime motivation that keeps everyone striving to keep Easter Seals in this rewarding people business.

Teamsters can be proud that they are involved. And if you ever doubt that the dollars you donate go to help a good cause, why not visit one of the Easter Seal centers in your area sometime and see for yourself all the good things going on there. You'll be impressed by the diversity of services and the dedication of the professionals administering them.

But let us warn you: it can get you hooked. As all the Teamsters who've visited these centers in the last three years have discovered, those being treated can melt even the coldest heart. These people display courage, perseverance and a tremendous amount of determination—and they do it every day! All they ask us for are a few dollars of financial assistance to allow them to keep on trying. It's really hard to say 'no' to a fighter like this, especially after you've met one.

Won't you join your brother and sister Teamsters in helping Easter Seals this year? We promise you'll get an incredibly good feeling from doing so.

John Greeley certainly was impressed with all he learned during the Director/Host Seminar and with the work the Easter Seal Society is doing around the country. As Ambassador of Good Will for the Teamsters with Easter Seals, he will be doing everything he can to help make this our best effort ever as a sponsor of the telethon.

Telethon weekend takes place March 27 and 28, 1982, so there isn't a lot of time left. Even if you and your brother and sister unionists decide to send just 50¢ or a dollar each, think how far ahead that would put the Society in terms of doing its valuable work.

C'mon Teamsters, they're depending on us. This union is devoted to the idea of brother helping brother. Let's extend that concept again this year to some adults and children who really need us, too.

Thanks for caring!



# **WHERE HAS THAT STABLE, VIABLE TRANSPORTATION SYSTEM WE ONCE KNEW GONE?**

THAT little mischief maker, the Interstate Commerce Commission, has been at it again recently, interpreting the Motor Carrier Act of 1980 according to its own tastes. And the Teamsters Union has been just as vigilant in monitoring its activities and pointing out to government agencies every instance in which it exceeds its bounds.

This is what that great experiment in increased competition and consumer protection they call DEREGULATION has come down to—an endless paper flow of proposals and regulations and union rebuttals trying to curb all the excesses that are ravaging the trucking industry, causing bankruptcies across the board, creating chaos for shippers in search of dependable service, and tossing hundreds of Teamsters into the unemployment lines—all as the union predicted at the beginning.

In at least three separate instances recently, the Teamsters have been front-and-center to separate truth from fact for any not in the know when the ICC begins offering its rationales for further destruction in this vital American industry.

Late last year, IBT Chief Economist Norman Weintraub appeared before the Rate Bureau Study Commission, which is pondering the future of rate bureaus, to make a persuasive case for their retention. Speaking on behalf of Teamsters, Weintraub communicated the union's grave concern about the impact of all the recent changes caused by deregulation on the trucking industry. Noting the extremely high levels of unemployment existing in trucking today, especially as they contrast with lower rates in other industries, Weintraub emphasized that rate bureaus provide a necessary measure of stability within the industry. They also provide an important sounding board that is readily available to shippers, communities and others, he told the commission.

"This prestigious commission is in a position to assist in restoring stability to the motor carrier industry," Weintraub noted. "We urge you to recognize the constructive contribution which is made by motor carrier rate bureaus and to recommend preservation of their essential functions in the interests of large and small shippers and small communities and all others who are dependent on a healthy, responsive motor carrier industry."

Senator Packwood, who chairs the Rate Bureau Study Commission, may have received a surprise from the witness following Weintraub during the hearing. Again and again, the Senator has asserted that deregulation efforts would have no adverse effects on small shippers, but this promise was belied by the comments of the traffic manager of Johnson & Johnson who testified that a great many small shippers are, indeed, experiencing very real service problems—hardly any surprise to employees who've lost their jobs or companies which have closed down their terminals because of the deregulators' efforts.

Hearings by the commission will be taking place throughout much of 1982 at different sites around the country.

## **Seeking Court Aid**

In another effort to curb the ICC's excesses, Teamsters' General President Roy L. Williams announced January 8 that the Teamsters

Union was joining the trucking industry in urging the U.S. Court of Appeals for the Fifth Circuit to enforce its mandate requiring the Interstate Commerce Commission to abide by the entry requirements of the new Motor Carrier Act.

The court had previously invalidated policy pronouncements issued in 1981 by the ICC and its former chairman, requiring that carriers must seek extremely broad operating authority often in excess of service need or their ability to serve. Agreeing with arguments presented by the union and the industry, the court concluded that the commission's entry policies were not in accord with the new Motor Carrier Act.

Since the commission did not appeal the Fifth Circuit's decision, the court's opinion is in full force and effect. However, the commission has yet to fully abandon all of the policies which were discredited by the court. In their latest petition January 5, the union and the industry have joined in documenting almost 100 broadside grants of authority, all of which directly conflict with one or more aspects of the court's opinion. The joint petition requests cancellation of all operating authority issued in contradiction of the court's rulings and urges that the ICC be required to publicly renounce its past policies and conform to the entry standards and the transportation policy which have been adopted by the Congress.

## **Last But Not Least, Up on Capitol Hill Another Move's Afoot**

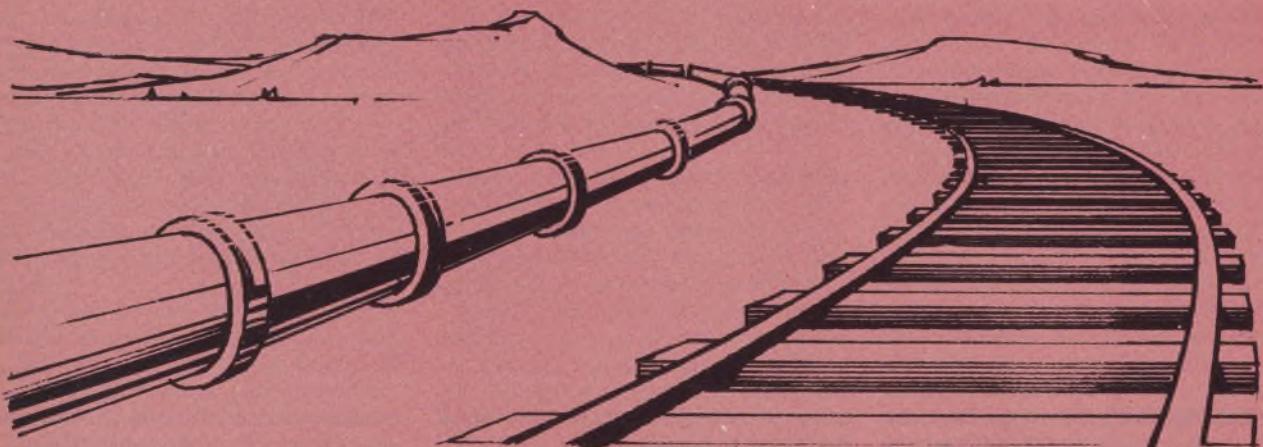
Another important development in regard to deregulatory attempts took place recently with an announcement by the chairman of the ICC that the commission plans to attempt to eliminate the statutory requirement contained in National Transportation Policy since 1935 requiring that a motor carrier applicant show a public need for his services.

Since pending legislation on the regulation of the intercity bus industry would eliminate the public convenience and necessity test, the chairman recently announced that he will ask Congress to amend the entry portion of the bus legislation to include motor carriers of freight. To support this proposal, the ICC asserts that a showing of public need has become meaningless primarily because of budget constraints. The commission alleges that it would beef up the "fit, willing and able" showing required of applicants, instead, to protect motor carriers.

The Teamsters Union fought long and hard to retain the public need requirement in the Motor Carrier Act of 1980, strongly opposing elimination of such standards. A vigorous effort will now again be necessary to block passage of such language.

With new brushfires flaring up every day as a result of the deregulatory madness in Washington, Teamsters can be very sure that the repercussions from this legislation are far from over. But your union will be there, fighting all the way, for your best interests. This battle isn't finished yet.

# COULD A COAL SLURRY PIPELINE AND THE PROSPECT OF JOBS BE IN TEAMSTERS' FUTURES?



ORGANIZED LABOR won a victory in Congress late in December in the waning days before its holiday recess, with action on proposed legislation mandating construction of coal slurry pipelines as an alternative to shipping Western coal by rail winning approval by one vote in the House Interior and Insular Affairs Committee on December 8.

If legislators sitting on the House Public Works Committee and the Senate Energy and Natural Resources Committee can be similarly convinced that the legislation can do much to provide jobs and stimulate the economy, legislation may finally be enacted by the 97th Congress to make this source of energy readily available.

Coal slurry consists of pulverized coal mixed with water and transported through a pipeline. At the end of the line, the water is reclaimed and the coal is burned to generate energy.

The only operating pipeline currently is the Black Mesa Pipeline, which connects the Black Mesa coal mine in northeastern Arizona with a power plant in southern Nevada. Other pipelines have been planned but remain blocked by the refusal of railroads to grant rights-of-way.

Railroads oppose the legislation, contending that it would be unfair to give competitors the power of eminent domain over rail lands and allow them to siphon off needed revenue. Currently, railroads hold a large competitive edge in the movement of coal, because no reasonably priced alternative exists.

Western states are concerned because

they fear such pipelines would divert scarce water supplies needed elsewhere within their states. Provisions to offset this fear have been written into the legislation.

HR 4230 was ordered reported by the committee by a 21-20 vote. It would allow federally approved pipeline firms to obtain rights-of-way across private lands through eminent domain after private negotiation had failed.

Similar legislation was reported during the 96th Congress, but opposition from railroads and some Western states kept it from reaching the House floor or moving out of a Senate committee.

Leading the drive to grant the right of eminent domain to the pipelines was a consortium of labor unions, including the International Brotherhood of Teamsters, which seeks to provide jobs for workers in the severely depressed construction industry and to make an additional source of energy supplies available.

"The coal slurry pipeline industry cannot truly begin to realize its potential and make a national contribution without the availability of the federal right of eminent domain. A national legislative approach is necessary in order to balance the states' interests with the national interest," representatives of concerned unions wrote October 9 in support of the legislation.

That letter was signed by IBT General President Roy Williams, Operating Engineers President J. C. Turner, Building and Construction Trades Department President Robert A. Georgine, Plumbers

President Martin J. Ward, and Laborers' President Angelo Fosco.

In the end, HR 4230 drew bipartisan support from committee members. As written, it would require the Interstate Commerce Commission (ICC) which regulates surface transportation, to issue a certificate to a pipeline company if the commission determined that "public convenience and necessity" required or would be enhanced by the operation of the proposed coal pipeline.

Once a company received the certificate, it then could go to federal or state court to exercise the power of eminent domain and secure rights-of-way through private lands.

However, this eminent domain authority would not give pipeline companies rights to water except as allowed by the state—a provision included by the committee to ensure Western states that their scarce water needed for farming and other uses would not be diverted to pipeline use against their will.

This year, the House Public Works Committee is expected to continue hearings begun December 8 on this proposed legislation. Another coal pipeline measure (S1844) is pending in the Senate Energy and Natural Resources Committee, so action could come in 1982 if the Teamsters Union and others with a stake in keeping their members at work in this depressed industry can convince our legislators that such action could help us all—with jobs, with the economic recovery the nation is seeking and with another source of badly needed energy resources.

# IS AN IRA THE ANSWER TO YOUR RETIREMENT WORRIES?

*It could be if you're looking for ways to supplement your Teamster pension and Social Security down the road.*

SOCIAL SECURITY is supposed to be going broke, recession and inflation are shrinking workers' paychecks every week, and Uncle Sam keeps coming around for his share at tax time each April without fail yet we still want to put something away for retirement—what's the average American supposed to do?

Well, for most Americans this year, there is an answer to that many-pronged dilemma in the form of legislation enacted last year by Congress in the Tax Reform Act of 1981.

That solution is spelled IRA (Investment Retirement Account) and for any of us who can come up with the bucks to put into a savings account, it can spell relief. IRAs have provided a working man's tax shelter, giving us access to the same kind of income protection the wealthy have for years enjoyed.

That 1981 tax cut provision, which became effective January 1, 1982, will help some 50 million American workers currently employed prepare for retirement and avoid paying income taxes on the funds.

IRAs, created by Congress in 1974, allow wage earners to set aside a portion of their income in special accounts, where the money earns interest tax-free until it is withdrawn during retirement years.

Prior to 1982, IRAs were available only to workers not covered by a pension plan on the job or to the self-employed, with annual contributions to an IRA limited to \$1,500 a year.

Now any working individual can set up an IRA, even if he or she is already participating in a company or union pension plan, hence making them available for the first time to many Teamsters.

Beginning January 1, anyone who works can open up an IRA and place annual contributions up to \$2,000 (\$2,500 with a non-working spouse) in a tax-deferred ac-

count at any of a variety of financial institutions.

Not only does the investment provide an income tax deduction for the individual, but earnings on the contributions accumulate tax-free until the owner uses the funds between the ages of 59½ and 70, when he or she presumably would be in a lower tax bracket.

Best of all, the loosened requirements of the IRA regulations provide that as of 1982, both husband and wife—if both are employed—can contribute to their own IRAs and take a maximum tax writeoff of \$4,000 in contributions at tax time. (Previous law said husband and wife together could only place \$2,200 into an IRA, even if both worked, so this is an important change in behalf of equity for working wives.)

While the \$2,000 (or \$4,000) you struggle to put into your IRA this year may seem like an enormous burden now and too little to really help with retirement down the road, consider what such an investment could yield if you add \$2,000 to it each year and let that interest grow.

Federal bank regulators decided in November, 1981, to let financial institutions pay whatever interest rates they want on IRA accounts. The yield on virtually every other kind of savings deposit is still subject to strict ceilings. Passbook accounts, for example, can pay no more than 5.5%.

A worker who puts \$2,000 a year into an IRA that turns out to earn 10% annually in interest, however, could retire in 30 years with more than \$400,000.

A thrifty Teamster consumer who shops around for a better rate (and there will be dozens of different deals, as financial institutions now in the IRA business compete for your account) could accrue something like \$850,000 at 12½% compounded daily, or \$1,300,000, if he's lucky enough to find



someone offering 15% rates to entice him and other investors. A couple saving the \$4,000 maximum a year annually also could pile up that \$1.3 million after 30 years, if the interest rates stay at 12%.

Of course, the chances of both spouses making the maximum contribution for the entire time are small when compared with the unlikelihood of getting 12 percent interest annually for a generation.

Nonetheless, high interest rates are the prime lure of most institutions offering fixed and variable rate accounts today.

Differences in interest rates could mean a lot when compounded over 30 years or so.

Workers are going to be hearing a lot of come-ons and pitches throughout 1982 on how they can become millionaires or avoid the threat of a failing Social Security system, as financial institutions go after the chance to handle your investment for you.

While it's true that IRAs represent one of the biggest boons to workers in years in terms of a reasonable, accessible tax shelter for the average individual, you'll have to do the shopping for the account that suits you best and invest your money wisely.

For many of us, this may represent our first large-scale financial investment, aside from our homes, and you'll want to compare interest rates, surcharges and handling fees being assessed along with other factors before deciding where to open up your account.

From the tax angle, IRAs can benefit most people, except the very rich or the very poor. If a taxpayer is in the highest income bracket, there are not only other shelters already available that will defer taxes effectively, but also municipal bonds, which provide tax-free interest income. At the other end of the spectrum, a person may not pay enough income taxes to take

advantage of an IRA deduction. Also, he or she may not be able to save, needing the money to live on.

IRAs also probably aren't the best bet for people who anticipate major expenses down the road, such as buying a house or paying for children's college. Nor is it recommended for people who count on living off their savings between jobs, or for impulse spenders.

To discourage early withdrawals, IRA sellers impose a variety of penalties and termination fees in addition to the federal tax penalty. In short, it takes a firm commitment to save for the future.

Once you decide you want an IRA, you'll also have to decide on the degree of security or risk you want to take. Banks offer the most conservative, 100 percent government-insured investments; brokerages the riskiest.

There are at least six major types of financial institutions determined to cash in on this anticipated \$20 billion windfall of new investments, among them banks, savings and loan associations, credit unions, mutual funds, brokerage firms and insurance companies.

Banks and savings and loan associations held more than two-thirds of all IRA deposits before the law changed. They are hoping to maintain this dominance on the market by stressing the safety of their accounts, which are insured up to \$100,000 by the federal government.

But more adventurous investors will have a number of other options from which to choose. Mutual fund companies are aggressively selling an array of IRAs consisting of various kinds of stocks, bonds and money-market securities. One company, Fidelity Management Group, offers 11 such funds, and for an annual fee of \$10, will allow customers to switch their money between these funds as changing economic conditions cause the stock market and interest rates to gyrate. Big brokerage houses like Merrill Lynch offer IRA investments including partnerships in real estate deals and special accounts that allow investors to pick their own securities and trade them with unlimited frequency.

Those in the IRA business are betting, though, that the place where you open your account is where you'll keep it.

Credit unions apparently have the simplest IRA plans with the smallest penalties for withdrawals and fewest charges. The new 18-month certificates of deposit with no interest rate ceiling, which was created for the IRA account, is widely available at banks and thrift institutions. Initial rates on fixed-interest certificates also are generally higher than on variables. The rate on existing variable certificates is usually changed each month according to an index of government securities.

If a saver believes that interest rates will go down in the next 18 months, it is to his or her advantage to invest in a fixed-rate

certificate. Federal regulations do not allow switching from one type of certificate to another before maturity without six months' interest penalty (unless the account holder is over 59½). However, if a saver invests in a fixed-rate certificate and interest rates go up, he or she can withdraw the interest—but not the principal—before maturity and reinvest it in another IRA at the same institution at a higher rate.

The law provides that IRA holders can switch their accounts from one financial institution to another—an important consideration if another firm should suddenly begin offering substantially better interest rates.

Investors are warned, however, that while "rate running" is permitted by federal regulations, individual institutions may not allow this. Therefore, this is something you need to check out before investing.

The IRS will allow you to withdraw as much or as little as you like to rollover into another investment without having to pay a 10 percent penalty on it once a year. Banks and savings and loans have the option—but not the obligation—to waive the six months' forfeiture of interest they must demand when a certificate of deposit is withdrawn or transferred before maturity if the account holder is disabled or over age 59½. This means that each financial institution is free to adopt its own policy, so a prospective IRA account holder must inquire before investing. One other warning: federal regulations require that a penalty be imposed only on the amount withdrawn, but some institutions consider that if any funds are withdrawn from a certificate of deposit before maturity, the entire contract is void and therefore subject to penalty.

Besides a wide discrepancy in interest rates paid, there is also a wide spectrum of minimum deposits required, ranging from any amount to \$2,000. Additions to accounts are usually permitted in smaller increments, but in a few cases no addition is permitted.

A transfer fee refers to the cost of shifting one's IRA resources from one fund to another within the same institution. The termination fee refers to the cost of withdrawing one's IRA from the company entirely (before age 59½). Many companies scale down the exit fee after the funds have been invested for several years.

Noninsured investments are offered by mutual funds, full-service brokers and insurance companies. The vehicles include mutual funds invested in growth and income stocks, corporate bonds, international stocks and money market funds. Insurance companies sell what amount to mutual funds coupled with annuities. In addition to mutual funds, brokerage firms offer self-directed IRA accounts. The investor can move funds almost at will between stocks, corporate bonds, savings accounts, money market funds, options, limited partnerships

in oil and gas leases and real estate, silver and gold certificates, et cetera.

Insurance companies offer front and back-loaded Individual Retirement Accounts. This means the commission is either subtracted at the start or at the end if the funds are withdrawn prematurely before the account has been in effect a certain number of years. Prudential, for example, charges a 7 percent fee if funds are withdrawn in the first year. That percentage scales down to zero after seven years. But a 55-year-old new annuitant would not be penalized for withdrawing funds at 59½. The company is at liberty to change the interest rate on the account whenever and by however much it wishes. The payout after retirement may take the form of a fixed sum over a given number of years, or until the death of the annuitant or that of his or her survivor.

Most brokerages charge initial fees to open an account and an annual administrative or custodial fee to offset the costs of paperwork. This is in addition to the regular commissions charged on stock and bond transactions or the front-end load built into some mutual funds. The fee for mutual funds tends to be much lower than that for self-directed accounts, \$35 and \$5, respectively, are typical charges. Fees for setting up or maintaining an IRA are tax deductible.

A person may decide to split his or her IRA contributions, say between a money market fund and an aggressive growth stock fund. In this case, there is usually a fee for transfer or for establishing each fund plus annual charges. However, a person who invests in a self-directed account can change at will without charge. Should a person feel that he or she would like to start an IRA on a conservative note and progress to self-directed investments later or split funds from the beginning between the two, the person should select the self-directed program.

The only major problem with IRAs is that the money is pretty locked up, once you invest it. An IRA holder could dip into his nest egg before he reaches 59½, but if the funds are withdrawn before that time or pledged as collateral, they are taxed as ordinary income and become subject to a 10 percent penalty by the Internal Revenue Service.

IRA funds are taxed at the full rate when withdrawn. The presumption is that the retiree will have less income at that time and be in a lower tax bracket.

Obviously, investing in an IRA has both benefits and pitfalls. But when was the last time the government offered the average working people of this country a chance to buy into the tax shelters so readily available to the rich? An IRA, combined with a great Teamster pension and a Social Security check, could really give retirees something to look forward to down the road, and that might be worth some sacrifices along the way.

# ENTHUSIASM MARKS IBT SEMINAR HELD ON UNIVERSITY OF MINNESOTA CAMPUS

A TWO-DAY stewards' leadership training seminar was conducted by Teamster Public Employees Local 320 late last year at the University of Minnesota's St. Paul campus. In addition to two days of hard work, the program marked Local 320's 10th anniversary.

David Y. Morris, secretary-treasurer of Local 320, said during the seminar: "We are especially fortunate that Roy Williams, our International President, sent Art Kane, IBT director of research and education, and Sally Payne, IBT coordinator of labor education, to teach the arbitration and grievance training sessions for our stewards, both new and second year."

One of the high points of the program came with the presentation of Hubert H. Humphrey labor award plaques to several of the speakers and guests.

Howard Fortier, secretary-treasurer of Teamster Joint Council 32, received a plaque honoring his appointment as secretary-treasurer back when Local 320 was formed.

Others who received H.H.H. labor awards included: Harry Sieben, speaker of the house, State of Minnesota; Wayne Simoneau, Minnesota representative (District 46B) and chairman of the legislative commission on employee relations; Don Fraser, mayor of the City of Minneapolis, and George Latimore, mayor of the City of St. Paul.



Art Kane, IBT director of research and education, addresses the stewards at the beginning of the grievance and arbitration panels.



Above right, George Latimore, mayor of the City of St. Paul, another H.H.H. award winner.



At right, David Y. Morris, secretary-treasurer of Teamster Local 320, presents a Hubert H. Humphrey labor award plaque to Minneapolis Mayor Don Fraser.  
Below, Local 320 stewards, officers and participants gather during the two-day seminar.



# The Mountain Climber

LOOKING FROM THE WINDOW of an airliner on a clear day, the State of West Virginia—when covered with winter's snow—resembles a rimless bowl of lumpy tapioca. The view suggests that anybody who would drive a tank truck over the crooked roads of that terrain for 33 years would have to be an ornery daredevil with uncommon skill, courage and determination.

The description fit Ray Cloxton, a member of Teamster Local 175, in the year 1944. It was the year West Virginia was hit by one of the worst storms in American history. A September blizzard blew for days over the Eastern Seaboard as far south as North Carolina. The storm, which killed nearly 400 people, swept first through West Virginia. It came early in Cloxton's career as a driver for Coastal Tank Lines.

When he showed up at the Charleston terminal for work on September 10th, Cloxton learned he was marked to transport a load of aviation fuel eastward to Marlinton, West Virginia. The trip—80 miles by crow wing—included driving through the rugged Yew Mountains. The roads were very poor.

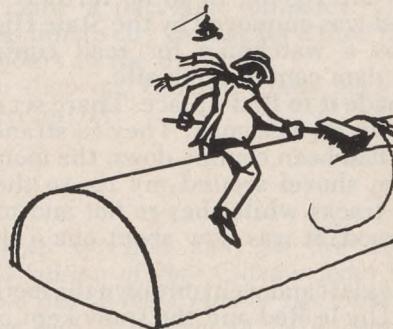
Ray departed at midnight Sunday. He got sleepy and lay down to take a nap at one of the roadside 'waterholes' of the day. Much of the remainder of the story is best told in his words:

"About daylight, I woke up. It was spittin' snow. I jumped in the truck to get across the mountains before the snow got too deep. It wasn't long before I needed chains. The snow was coming down like 50-cent pieces. I stopped at the town of Middlety and put on my chains.

"By 10 o'clock in the morning, I was at Richwood, halfway to my destination. By now I was running in second and third gear. Going into Richwood itself, I was practically 'stuck up'—just running in second and almost stopped. The snow already was two to three feet deep.

"I phoned the company office at Charleston and told 'em where I was. The boss said: 'It's not snowing here. They gotta have that gasoline at that airport.'

From Richwood on over the mountains, Ray knew, there were no telephone lines and few people.



Nothing but wintry wilderness. He told Clyde Vaughn, the terminal manager, over the phone, "If I leave here, I can't call you any more."

"Go ahead," said Vaughn from his warm office at Charleston. "We'll call over to Marlinton at six o'clock this evening. If you're not there, we'll come and get you."

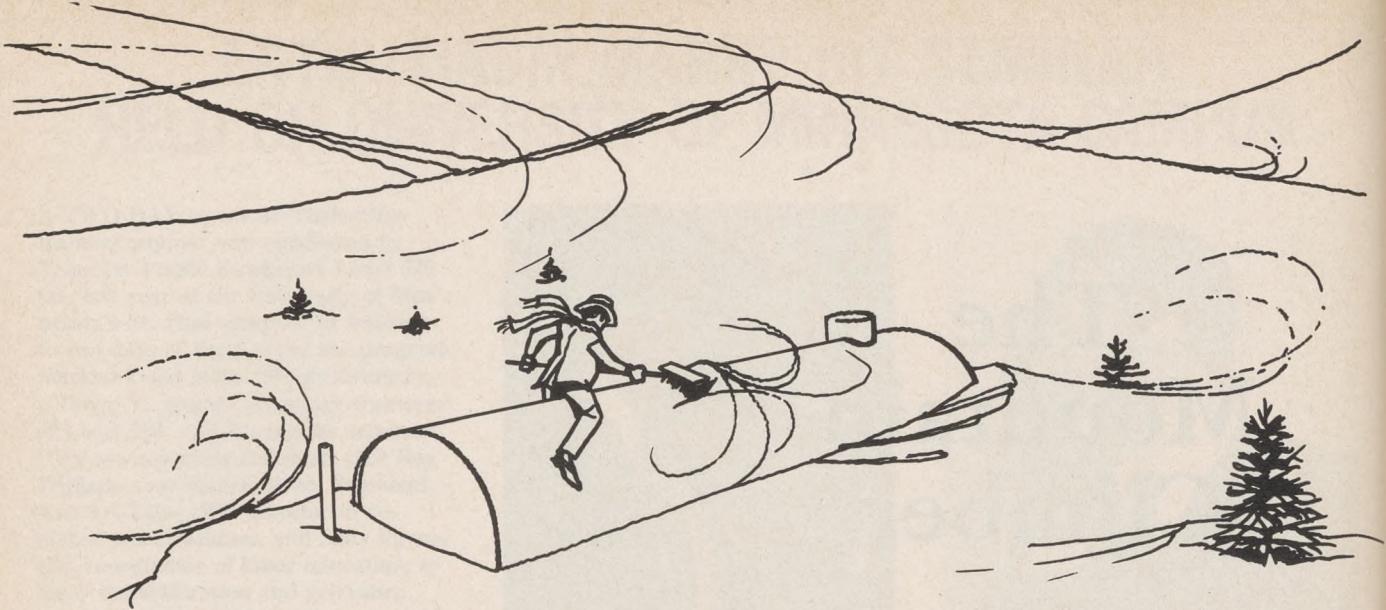
Ray Cloxton, clutching the telephone to his ear, peered through the window of the cafe. He knew where his tanker was parked; he could hardly see it through the swirling snow. He wondered whether he could make it over the mountains.

He told the boss, "Okay."

CLOXTON CONTINUES HIS STORY: "So I went on and started climbing a mountain right at Richwood—an 18-mile upgrade. The further I went, the deeper the snow was and the lower my gears.

"I was going from low to over and back to low. And I got the snow in my radiator, trying to make it up the mountain to this guy, a friend of mine, who had a little shanty about 10-by-16. His name was Uncle Red.

"And I said to myself, 'Buddy, if I can make it up



to his place, I ain't going to go no farther. That's it.' " Uncle Red was employed by the State Highway Department as a watchman for road equipment parked near a dam construction site.

"Finally I made it to Red's place. There set a state road man and an oil salesman. They're stranded in an auto. They had been coming down the mountain.

"I help them shovel around my rig so they can move into my tracks while they're hot and make it on into Richwood. It was now about one o'clock in the afternoon.

"So those guys left and went on down the mountain. I stayed with Uncle Red and the snow kept coming down. We couldn't see through the snow. We were down in this hollow, looking up at the sky.

"Every now and then we'd think we heard something coming—a 'dozer or something. We'd run to the door, get outside and listen. Then the wind would fade in the mountains. There was nothing coming after all. The sound would vanish. Just the wind.

"After dark, Uncle Red and I heard voices. We went to the door and here came two guys who were on their way to Pennsylvania. They were stuck a couple of miles down the road in two separate cars. The state road men had told them to walk up to Uncle Red's cabin—that the plan was to rescue me and Uncle Red that night."

Ray Cloxton and Uncle Red were unaware that the blizzard had yet to reach its height. They were not too worried because Red had enough rations to last a week for one man.

Who would have thought the storm would continue beyond a couple of days?

**S**NOW KEPT FALLING as if dumped from a basket over the Yew Mountains. The wind kept yowling. There was no rescue that Monday night for Ray Cloxton, Uncle Red and the other two men. They were snug in the shanty.

By Tuesday morning, all that Ray could see of his rig was the roof of the cab and the rounded curve

of the 1,500-gallon tank. It looked like a split beech log dropped to the snow by some giant walking the white ridges.

State highway men, meanwhile, had phoned Clyde Vaughn at the Coastal Tank terminal and told him that Cloxton and Uncle Red were okay—that they had enough supplies for a week.

Croxton's story continues: "Now there were four men in that little building, living on one man's rations. By Thursday, we had eaten all the flour. All we had left was a piece of ham a day even though we had rationed ourselves.

"It was still snowing every day and all night. The newspapers later said the snow was anywhere from 15 to 29 feet deep. My tanker was buried but I kept cleaning the top off, thinking that an airplane might see it and drop us something to eat. But they never did.

"Friday morning, the two last guys in decided that rather than starve they would try to walk to Richwood even though it was still snowing. Me and Uncle Red gave them our last ration of meat. Red made sure they were dressed warm. They left at daylight. I guess they made it."

The snow stopped falling at mid-afternoon. According to Ray: "We got out the following Sunday evening—a week from when I started out—when rescuers finally got to us. They brought a mechanic, another driver, and Vaughn himself came along. They turned my tanker around with a 'dozer and sent it back to Richwood."

It was the second time Vaughn had come to Cloxton's rescue. Relationships between terminal managers and their best drivers were close, though often combative, in those rustic days of the trucking industry.

Bosses and drivers alike respected the challenge of getting the job done despite tough odds.

**W**HEN DISCUSSING his road adventures of the past, Ray Cloxton never makes reference to going downhill in his tanker. He always 'climbed the mountain.' That was the hardest part

of the job for machine and man. Also, his worst accidents occurred going down steep grades.

The trucking industry in the United States was strained by transportation demands in the early years of World War II. "You'd come in," as Ray put it recently, "and they'd beg you to take another trip." Always, it was explained—"they're waiting on that gasoline."

Clopton came in from a run one day in 1942. The boss wanted him to pull another tank for delivery. He did. Upon return, the boss pleaded for Ray to take a third run of kerosene, "and if you get sleepy, lay down and rest." Ray hit the road.

Returning empty for home base at Charleston in the middle of the night, Ray got sleepy at Flat Top Mountain near Bluefield, West Virginia. He tried to nap but it was chilly. He decided after a few minutes to head for coffee at the next town.

He passed through Whitesville half asleep and to this day does not remember whether or not he dreamed the cafe was closed. A few miles out of Whitesville there was an S-shaped narrow bridge. "I remember going through that bridge. It was a particular bridge because somebody kept a bear in a cage there and everybody would stop and give that bear soda pop."

Ray says, "Another mile down the road I remember thinking the moon was shining on the water." More accurately, it was a question of road frost versus brake linings which in those days were only an inch and a quarter thick.

Clopton missed a curve. He plowed through a service station, a stone wall, a house, a chicken house, and stopped in the basement of another house. Only Ray was hurt. His head was ripped open. So was his chest. His shoes were full of blood. Later, he could remember being able to wiggle only his toes.

There was no ambulance available. Clyde Vaughn got the news of the wreck and sped the 20 miles from Charleston to get Clopton and take him to a hospital.

Nearly three weeks later, Ray's draft board told him to report. He appeared with his head in bandages, an eye patch, a plate in his chest, and a cane to help him walk with slow comfort.

The draft board official decided that Clopton, who also now was suffering from vertigo, was not fit for induction into the armed services. The official asked: "You sure you ain't already been over to fight?"

**H**E WAS BORN the son of a coal miner in 1912 about a half-dozen miles north of Nitro, West Virginia. Ray Clopton quit school after the sixth grade to go to work. By the time he was 23 years old, Ray had driven a team, stocked in a wholesale house, run a taxi, managed a five-and-dime store, and delivered beer by truck.

He joined Teamster Local 175 in 1937 as its 67th member. He soon was driving for Mountain Trucks, a transfer company. He signed on with Coastal Tank Lines in 1941 and worked for that company 33 years.

The tanker job also marked the beginning of a career-long friendship with Clyde Vaughn, the terminal boss. Vaughn had moved into his position a year ahead of Clopton's arrival. Vaughn likewise retired a year before Clopton did.

Their relationship was marked by horrendous

arguments that frightened the office employees. Clopton insisted on certain equipment care. Vaughn had some rules. But when Vaughn wanted a delivery made for certain, he called on Ray.

As Clopton said recently, he and Vaughn played pool together, went to square dances together, pitched horseshoes together, and even had a couple of fist-fights. In some ways, it was a one-sided partnership, according to Ray:

"If Vaughn got drunk, he fired me. If I got drunk, he fired me. The next day he would phone and ask, 'Where you been?' I would say, 'You fired me yesterday!' He'd say, 'Why, I never fired you—get up here!'"

Ray Clopton's life changed in 1950: "One night I was climbing a mountain at the break of day. The Lord spoke to me. And I thought Ray was going crazy. I didn't go but just about that much farther, and He said it again, 'Just the same as I called all My other prophets, I'm calling you.' I said, 'Lord, I can read but I can't remember.' And He said, 'You go and I'll go with you.' From that day, He ain't never left me."

Clopton stopped his carousing. He resumed his education and passed the test to get his high school diploma. He studied more and then was ordained and became a part-time minister. Clyde Vaughn assigned him to city cartage for a time to convenience Ray's hours in the day.

From then on, Clopton's only accident involved a broken mirror.

\* \* \*

**A** MAN WITH A ZEST for life would be a fair definition of Ray Clopton today, now 70 years old and living a mile or two from where he was born. He took retirement in 1974, mostly because of heart problems.

Ray appears 10 years younger than he is despite high blood pressure and arthritis in his shoulders and hands. He and his wife, Elsie, have two children, six grandchildren and are delightfully expecting a great-grandchild.

Although Clopton developed no hobbies ("I just drove a truck all the time," his 2.5 million career miles including a 30-year safe-driving span), he still spends much time on the highway. He has a sleeper cab on a pickup truck. For really long hauls he hooks a 31-foot mobile unit to the pickup. He and Mrs. Clopton travel to Florida every winter and often drive into Canada during the summer.

Like most truck drivers who have spent decades overcoming the hazards of the road, Ray takes tremendous pride in the work he did. He believes, "To be a real truck driver, you've got to love it and you've got to want to do it, and then you got to work at it."

Ray feels he was a good union member when he was active. He attended every meeting he was able to and hit the floor whenever he felt like it. He served as a steward several times. He has some definite thoughts on having been a Teamsters Union member for 37 years:

"I don't know how to put it in words—but it's meant my life to me. And it was all good . . . I'm for the Teamsters, and, buddy, I tell anybody that. It's always been one of the best unions there is. It's just as good as the members make it and it's just as strong as they make it."

"The union is wonderful and has been wonderful. It's always been wonderful."

## TEAMSTER COMMENTARY

# What Is A Pru

This article first appeared in Teamster Local 26's *News and Views* newspaper. The essay, written by a proud Local 26 member, can serve as a good reminder to us all of the many things we gain through our Teamsters Union membership, even if we sometimes take them for granted.

**T**HEY proudly belong to the greatest organization in the world.

They come in every shape and size: be it fat or thin . . . big or small . . . tall or short . . . male or female . . . They come in every age: young or old or in between. They are the moving force of this great nation.

**T**HEY are proud Teamsters!

They do a lot of different things to earn their living. Some drive trucks . . . Some sell clothes . . . Some operate machines . . . Some load freight.

They are radio operators . . . policemen . . . cooks . . . chemists . . . accountants . . . airline pilots . . . dietary aides . . . detectives . . . electricians . . . youth counselors . . . printers.

Many are school principals . . . or secretaries . . . or flight engineers . . . or plumbers . . . or registered nurses . . . or in hundreds of other fields of labor.

They are the future of the world, be it in blue overalls or brown slack pants or in a yellow suit behind a desk typing a memo.

They work hard at each task that is set before them because they respect both the job they have and themselves. They will look the world of work straight in the eye and demand the best and the safest working conditions in the country—and not be satisfied until they have them.

They are members of the country's largest and strongest union.

**T**HEY are proud Teamsters! Their efforts have helped fill the marketplace of the

nation. Their determination and their desire have helped make the wheels of commerce turn since this Union's beginning almost eighty years ago. America's armies have marched in three wars because of their involvement. People from cities and towns across the broad plains of this United States have eaten better because of their labors.

Behind practically every step of American progress in the Twentieth Century, they have played a vital role in the promotion of a dream of something a little better. If they would decide to not work for just one week, the country's economy would come to a complete standstill . . . But their interest is only in moving forward.

They believe in the worth of their Union.

**T**HEY are proud Teamsters!

They begin each and every day quite determined to make the country a little better place to live and to raise their family . . . and they go to bed each night wondering what they can do to improve it even more the next day. They are the persons in the neighborhood that kids turn to when they need someone to help their club or ball team: be it a contribution to help buy new uniforms . . . or someone who will contribute an evening or two coaching or officiating . . . or to buy a box of Christmas cards or a sack of oranges to help a group of youngsters get to go to a camp next summer.

They are the active members of the Lions, the American Legion, the Rotary, the Knights of Columbus, the Moose, the Veterans of Foreign Wars, the Masons, the Elks, the P.T.A., the Woman's Club, the Ladies' Auxiliary, or one of a hundred other fine organizations.

They give money willingly to the United Fund, the Cancer Fund, the Heart Fund, and to a number of other similar funds in man's continuous battle to rid the world of such diseases.

# Proud Teamster?

The things they like the best are their family, a long vacation, a three-day weekend, and a pat on the back for a job well done. The things they want the most are happy marriages and successful occupations for their children, the car paid off, the last payment on their house, and food at 1940 prices.

International vice presidents or International trustees or Joint Council presidents or Local presidents of the nearly 750 locals scattered across the four corners of this great country—are helping them gain even better wages, fringe benefits and working conditions.

They realize they are leaders themselves—their actions reflecting on the universal acceptance of the Teamsters as the Union of Worth.

## **T**HEY are proud Teamsters!

They are the most energetic Americans you will ever meet—be it in Augusta, Maine, or Westville, Illinois, or in San Francisco, California, or in Cayuga, Indiana. Their enthusiasm for life makes their friends and neighbors in such places as St. Joseph, Illinois, or in Clinton, Indiana, become a little more enthusiastic about life, too.

Their big friendly handshake or a hug relays an honest feeling toward their fellow man, regardless of race, religion or color. They are Catholic or Protestant or Jewish—all bound together by a common brotherhood of man.

They are adept at both speaking up and speaking for their organization. They can be counted upon to make their presence known if dissidents slander their Union with untruths and rumors.

They are loyal and trustworthy to their Union.

## **T**HEY are proud Teamsters!

They know—and believe in—the philosophy their Union has long preached: OUR WORD IS OUR BOND . . . A FAIR DAY'S PAY FOR A FAIR DAY'S WORK . . . IN UNITY THERE IS STRENGTH . . . BARGAIN HARD, BARGAIN FAIR . . . OUR LABOR IS OUR STOCK-IN-TRADE . . . JOB SECURITY IS OUR MOST IMPORTANT PRODUCT . . . TEAMSTERS ARE GOOD CITIZENS . . . EQUAL PAY FOR EQUAL WORK . . . TEAMSTERS DELIVER THE GOODS.

They point with pride at many things regarding the reason for being a member: high wages . . . best working conditions . . . longer vacations . . . time off with pay for holidays . . . health and welfare plans . . . excellent pension . . . job protection . . . grievance procedure . . . legal aid . . . seniority guarantee—All gained through contracts processed by professional officials of their local along with the valued aid of their International.

They realize that their International provides the necessary assistance to make their local even stronger and more beneficial to each individual member. They understand that fifteen separate research, economic and statistical offices handle the necessary information needed for collective bargaining and the day-to-day activities of their own local. They appreciate knowing that hundreds of hard-working business agents and organizers are helping each and every member throughout the country with their collective efforts.

They understand it takes a lot of teamwork for progress.

## **T**HEY are proud Teamsters!

## **T**HEY are proud Teamsters!

They are proud of the fact that one out of nine members of organized labor is a Teamster . . . that one out of every 100 Americans is a member of the same union to which they belong . . . and that when their families and the retirees are included, the IBT speaks for more than ten million Americans.

They are interested in spreading the worth of their organization through continued organizing efforts . . . they are proud that their organization participates in nearly one-third of all the elections held by the National Labor Relations Board.

They believe that their leaders—whether they be men such as General President Roy Williams or General Secretary-Treasurer Ray Schoessling or any of the



# SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

## SAFETY AND HEALTH BRIEFS

• The Department of Labor has denied the IBT petition for an Emergency Temporary Standard on Ethylene Dibromide (EDB). In a letter to IBT Safety and Health Director R. V. Durham, Assistant Secretary of Labor Thorne Auchter stated that in the opinion of OSHA, the statutory criteria for imposing an emergency standard had not been met, and therefore, the petition was denied.

OSHA now plans to begin formal rulemaking on EDB, with an eye toward reducing worker exposure to the cancer-causing chemical.

• In separate but related action, the more stringent California EDB standard has survived two court challenges. Several months ago, California imposed an emergency limit on EDB exposure some 99 percent more protective of workers. That rule was immediately challenged by industry in both State and Federal courts. The rule has survived both those suits, and California officials now look for a final rule by late January.

• The Bureau of Motor Carrier Safety (BMCS), has just released the 1979 statistical report on heavy truck accidents. The news was not particularly good. The total number of reported truck accidents reached an all-time high of 35,541, a 4.5 percent increase over the number reported in 1978.

Fatalities increased 2.5 percent over that period to 3,072 lives lost. In addition, damage to property increased 15.3 percent to \$346.3 million. It should be noted that these figures represent only the accidents of carriers engaged in interstate commerce.

• Before going home for the holiday recess, the Senate Commerce Committee acted on the IBT-supported truck size bill, favorably reporting on the measure.

The bill, which would address many of the problems truck drivers experience with inadequate cab space, met token resistance in the committee. Several amendments were added, including a provision requiring commercial vehicles to be equipped with splash and spray suppression devices.

It is expected to reach the Senate floor for full consideration in the near future.

## IBT WANTS REPORTS ON TRUCK DEFECTS

AT THE REQUEST of the National Highway Traffic Safety Administration (NHTSA), the IBT Safety and Health Department is calling for information from Teamster members on certain heavy truck defects affecting safety. NHTSA is currently investigating several potential design defects in specific components of these commercial vehicles.

Teamsters with personal knowledge of defects, failures, or other related service problems of the type listed below are asked to notify the IBT as soon as possible. Please include in your letter as much information as possible, including the manufacturer of the component, serial and model numbers, the carrier using the equipment, and the nature of the failure. Those responding need not identify themselves, but including a name and telephone number will allow NHTSA to follow-up on the defect report if more information is needed. In any event, the identity of all respondents will be kept confidential. NHTSA is investigating the following possible safety-related defects:

- Spring brake non-pressure plate failure on trailers and semi-trailers;
- Rear tandem assembly defects resulting in separation from the semi-trailer.
- Jaw failure and false latching in fifth-wheels resulting in trailer separation;
- Saddle cracks in sliding fifth-wheels in the area of the locking mechanism.

Teamsters with any information of such defects should write to:

The International Brotherhood of Teamsters  
Safety and Health Department  
25 Louisiana Avenue, N.W.  
Washington, D.C. 20001  
Attention: Defects Project

These responses will be forwarded to the NHTSA defects investigation team. If you know of an incident involving one of these components, your action today may save the life of a fellow Teamster tomorrow.

# SURVEY ASSESSES OSHA'S PERFORMANCE

AN AFL-CIO analysis of recent OSHA statistics reveals a sharp drop-off in virtually every indicator of OSHA enforcement efforts. Moreover, the trend appears to be worsening with time.

When compared with figures from the previous year, the average number of OSHA inspections per month has dropped nearly one-fifth. In addition, the percentage of inspections with citations and the percentage of serious, willful and repeat citations also were significantly down.

The AFL-CIO compared OSHA's performance for the first eight months of Assistant Secretary Thorne Auchter's leadership with a similar period in 1980 when OSHA was under the direction of Dr. Eula Bingham. Several distinct trends were revealed, among them:

- *Fewer inspections are being conducted.* The total number of inspections per month is down 19%; complaint inspections are down 27%; follow-up inspections (to detect if hazards previously cited have been corrected) are down a whopping 69%.

- *Fewer inspections are discovering violations.* Initial inspections with citations are down 10%.

- *Fewer major violations are being cited.* The more serious violations carrying larger penalties—willful, repeat and failure-to-abate—are not being cited as often as before. Total penalties per month in dollar amounts are down 44%. The number of "serious" citations is down 30%, with willful citations down 71% and repeat citations down 45%.

- *Complaints down, but backlog up.* Although 24% fewer complaints are being filed by workers and their representatives, the backlog of uninvestigated complaints has increased an awesome 121%. Since complaints are often indicators of serious hazards, this inspection reduction is particularly dangerous.

The entire story of this

OSHA-slowdown can be discovered by examination of the table below. Analysis of preliminary figures obtained after September, 1981, indicates that, instead of leveling off as would be expected, OSHA is continuing to cut back on enforcement activity.

The net effects of this devel-

opment are fewer inspected worksites, fewer discovered and corrected hazards, and greater likelihood of occupational injury or disease for every worker. Updates to these statistics will be reported in future editions of *The International Teamster*.

## OSHA Enforcement Activity

The table below, showing federal OSHA enforcement activity nationally (but not including data under state plans where such are in effect), was prepared by the AFL-CIO's Department of Occupational Safety and Health, whose source was OSHA's "Federal Compliance Activity Report." The figures provided here are monthly averages.

	Bingham Administration Monthly average for period Jan.-Oct., 1980	Auchter Administration Monthly average for period Feb.-Sept., 1981	Change in Compliance Activity
Total No. of Inspections	5,680	4,619	- 19%
General Schedule Inspections	3,043	3,103	+ 2%
Complaint Inspections	1,419	1,027	- 27%
Follow-up Inspections	1,012	310	- 69%
Manufacturing Inspections	2,364	1,725	- 27%
Construction Inspections	2,438	2,125	- 13%
Maritime Inspections	90	85	- 6%
Per cent of Initial Inspections with Citations	64.1	57.9	- 10%
Number of Serious Citations Issued	3,882	2,728	- 30%
Number of Willful Citations Issued	114	33	- 71%
Number of Repeat Citations Issued	301	164	- 45%
Serious, Willful, and Repeat Citations as Percentage of Total Citations	37.4%	30.9%	- 17%
Total Penalties	\$2,048,812	\$1,157,356	- 44%
Failure to Abate Penalties	\$187,144	\$54,807	- 71%
Number of Complaints Filed	2,350	1,800	- 24%
Number of Complaints Backlogged	216	477	+ 121%
Proportion of Complaints Backlogged	9%	27%	+ 200%
Discrimination Complaints under Section 11(c)	230	150	- 35%
Average No. of Case Hours per Safety Inspection	15.9	13.7	- 14%
Average No. of Case Hours per Health Inspection	41	28.4	- 31%
Average Number of Employees Covered per Initial Inspection	50	43	- 14%

# ACTIVE IBT LOCALS

SAN DIEGO, CALIFORNIA

## Teamsters Mourn Lyons' Loss

Western Teamsters, joined by brothers and sisters around the country, along with leaders from the labor, business, industry, government and charitable communities, recently mourned the death of longtime California Teamster leader John Stacy Lyons, "Mr. San Diego."

Lyons, a 6-foot, 2-inch, 240-pound gregarious Irishman with a knack for attracting friends from across the spectrum of American life—including labor leaders, employers, politicians and government officials, sports figures, entertainers, reporters and rabbis, judges, attorneys and priests alike—died Thanksgiving Day, 1981, at his home in Bonita, Calif., after an 18-month bout with cancer. The 70-year-old Teamster leader had served his beloved Teamsters Union for more than 35 years before his death.

Lyons joined the Teamsters as a member of Local 542, then the only Teamsters' affiliate in San Diego, after serving in World War II as a pilot in the Army Air Corps. In 1946, after a brief career as a truck driver, Lyons became the dispatcher for both Local 542 and a newly created construction local—Local 36. From there, Lyons advanced to the position of business agent and eventually president of

Local 36. In 1967, he became the top officer of the local—secretary-treasurer.

Lyons held that post until 1981 when his illness worsened and he decided to resign. The executive board of the local union immediately named him secretary-treasurer emeritus and ambassador of good will, posts he held until his death. The Teamster leader was also a trustee of Teamster Joint Council 42 for many years. At last summer's Teamsters Convention, Lyons was called on to co-chair the important Credentials Committee.

One of Lyons' last public appearances came October 6 when, accompanied by his wife, Jodie, and daughter, Lorelle Martin, he officiated at groundbreaking ceremonies for a new Local 36 building. The building will be called "John Stacy Lyons Hall" in memory of this beloved Teamster local union leader.

John Lyons will be remembered by California Teamsters for many things, among them his reputation as a strong, fair union leader. Under his stewardship, Local 36 grew from 863 to 2,000 members, with 64 master contracts, and an enviable reputation for responsible employer relations.

A labor leader with strong union principles and a reputation as a tough negotiator, he earned the respect of his adversaries across the bargaining table. He also was deeply involved in civic and charitable activities and as a political activist. In fact, one of Lyons' proudest achievements over the years was the Leukemia Society of San Diego County, which he helped to found and ardently supported. Another of his pet projects was the Children's Asthma Research Institute and Hospital in Denver, which eight years ago honored him as humanitarian of the year.

"Mr. San Diego," as Lyons was fondly referred to, was laid to rest after a funeral service attended by more than a thousand friends and dignitaries. The Teamster, warmly and widely eulogized in the press, received one final accolade at the funeral service from Teamster Joint Council 42



Here, the late John Lyons (center) conferred with International Union General Secretary-Treasurer Ray Schoessling and Joint Council 42 President Mike Riley at a Western Teamster meeting.

President Mike Riley who said in his eulogy at the requiem mass services:

"This was a man dedicated to rousing the best in all of us to extend ourselves for those in our society who need our help. He was able to give, and we were better for it!

"One of John's greatest sayings when greeting or introducing friends and acquaintances, was: 'Now here's a great man!' I wonder how many of us really realized, before John's passing, that he was truly the great man—a man big enough to elevate others above himself. A person never too busy to stop and assist his brothers in solving business and personal problems.

"Basically, when you boil it all down, when you set aside his accomplishments in the Teamsters Union he loved, his voice in West Coast organized labor, his long list of charitable and community projects, and set aside his pioneering spirit . . . basically, Johnny Lyons was a great man because he treated others so great!!!"

REDDING, CALIFORNIA

## Once Again, It Helps To Have A Friend

It's nice to know when you have a problem that the union stands ready to help, as Teamster Local 137 member Bob Busick found out recently.

Brother Busick, a 23-year Teamster veteran covered by the Northern California Construction Teamsters Agreement, never had to call on his local in all those years until recently. But when a grievance arose between the Teamster and his employer late last year, it sure was nice that they were there. The local union's assistance with his case just before Christmas netted Busick a \$2060.90 backpay award.

The grateful Teamster says: "In all my

years as a Teamster I never had to file a grievance—but it's darn nice to know when I needed help, the local union was right there to help me. Steve (Ruckle, Local 137 vice president and business agent) did a good job for me and I thank him personally and Secretary-Treasurer Ernie Pappas for this holiday bonus."

Here, Brother Busick is presented with his backpay award by Local 137 Vice President Steve Ruckle (left).



### DALY CITY, CALIFORNIA

#### **Bet They're Glad They Kept Their Pay Stubs**

Teamster Local 665 members Jim Reed (center) and Luis Serrano (right) are shown here receiving backpay awards from Business Agent Leonard Witherspoon for approximately \$9,000 each in additional pay for one year of employment at a Peninsula motor car dealer firm. After discovering that the two workers, together with Teamster Local 665 member Jose Guzman (not shown), had been underpaid, Witherspoon was able to successfully negotiate a \$27,000 settlement for the three Teamsters directly with the car firm. It's a lucky thing somebody caught the discrepancy, and that Witherspoon was able to reach such a happy conclusion for everybody involved.



### VALLEJO, CALIFORNIA

#### **Keeping Busy Out Out in Napa and Sonoma**

Recent weeks have been hectic ones for Teamster Local 490 and its officers, what with the holidays and many union activities to keep them busy. Pictured here are just some of the many activities that kept them hopping.

In the photo above, Teamster warehouseman Sandy Ellison (left) of Lucky's stores is shown here receiving a Christmas turkey just before the holidays. Ellison was one of six lucky raffle winners at Local 490's union meeting. Giving Sandy "the bird" is Local 490 Secretary-Treasurer Tom Williams, with Local 490 President Larry Petrie watching.

Top right, Local 490 member Jack Golovich, a 20-year veteran of Canteen Corporation, here receives best wishes from his Teamster local, along with congratulations from Local 490 Secretary-Treasurer Williams on his recent retirement.



Above, Los Angeles Mayor Tom Bradley (center) recently received a new volunteer supporter for his upcoming campaign for Governor of California—Teamster Local 490 Secretary-Treasurer Tom Williams. Here Williams (left) and Local 490 Business Representative Ward Allen (right) discuss some issues important to Californians and Teamsters in the upcoming race with Bradley at a recent get-together in the state.

# ACTIVE IBT LOCALS

ST. LOUIS, MISSOURI

## Literary Teamster Authors Safety Guide

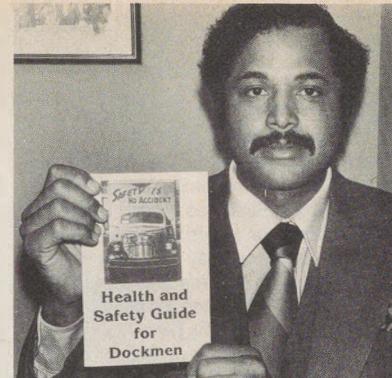
Oscar E. Factory, a Teamster Local 600 member and dockman for American Natural Resources (formerly Associated Truck Lines) recently turned his attention to safety and freight docks and has written and published a guidebook that has won acclaim from safety and union officials alike.

"Health and Safety Guide for Dockmen," Factory's comprehensive 18-page booklet, was published by him privately, at his own expense, and is distributed nationally by him.

The publication has received quite a bit of attention, including recognition from the *Industrial Safety Product News*, a highly regarded national publication in the safety field, which recently ran a news item about the manual.

Other praise for the pamphlet has come from several Teamster international vice presidents and from IBT Safety and Health Director R. V. Durham.

Factory, an employee of ATL since 1973, sells his manual for \$2 a copy (with



Here, Local 600 member Oscar Factory displays his "Health and Safety Guide for Dockmen."

bulk discounts available). Teamsters can contact Brother Factory for more information by writing to P.O. Box 14055A, St. Louis, Mo., 63178.

Factory says fellow dock workers helped him compile the information for it. A revised edition currently is in the works.



CHICAGO, ILLINOIS

## 500,000 Miles: No Accidents

Six members of Teamster Local 705 employed by A. O. Smith Co. of Kankakee, Ill. recently were commended for achieving enviable safety records of 500,000 accident-free miles each.

Shown here are the safety conscious Teamsters, including from left: Robert Smith, Terry Wagner, Lloyd Sollers, Vern Adams, Richard Engleman, Smith Co. Traffic Manager G. D. Maxwell, who's congratulating them, and Dean Lovell.

ST. LOUIS, MISSOURI

## Joint Council 13 Has New President

On a pledge to intensify efforts among St. Louis Teamster locals to coordinate organizing and membership servicing efforts, Joint Council 13 recently elected, by acclamation, a new president—Robert C. Sansone—and an incumbent slate of officers.

Sansone, a 19-year member of Teamster Local 682 and since 1976 its president, replaces veteran council President Edwin Dorsey, who resigned. Sansone was previously the council's vice president.

Also reelected to the joint council board were Teamster Local 688 Secretary-Treasurer Ron Gamache, council vice president; Teamster Local 700 Secretary-Treasurer John Kent, council secretary-treasurer; Teamster Local 610 Secretary-

Treasurer John Metz, council recording secretary; and Teamster Local 6 Secretary-Treasurer Nicholas Torrillo, Local 600 President Robert (Pancho) Ramshaw and Local 833 Secretary-Treasurer Larry Baliew as council trustees.

Sansone paid tribute to former council President Ed Dorsey by calling him "a first class labor leader" who will be missed by all. Dorsey resigned after being defeated in his bid for reelection as secretary-treasurer of Local 618 recently.

"I accept this office with humility and with a fervent desire to make this joint council one of the most respected in our International Brotherhood of Teamsters. I have been given tremendous support from the rest of this executive board and I will depend upon their continued support," Sansone added.

Joint Council 13 has some 17 affiliated locals throughout the St. Louis area.



## DETROIT, MICHIGAN

### 'Why Not the Best' Is Rallying Cry in Mich.

"Why not the best," workers at Heublein, Inc.'s Allen Park, Mich., plant asked themselves before voting in a recent election for a new bargaining representative, after learning of pay gains afforded Miller Machinists as a result of the Teamsters' Brewery and Soft Drink Workers Conference negotiations for a new Anheuser-Busch master contract.

The workers, former members of the Machinists, then voted three-to-one for representation by Teamster Local 283 of Detroit, Mich.

Organizers for Local 283, which had already begun its organizing campaign among the workers before the new Teamster national contract was negotiated, reported that knowledge of the raise afforded Machinists at a Virginia Miller Brewing Co. plant by the pact was a key factor in the Heublein workers' decision that they could fare better with the Teamsters as their bargaining agent.

A well-conducted organizing drive helped too. Business Representative Phillip Ferretti of Local 283 spearheaded the drive, but points out that the suc-



cessful campaign was a team effort. Local 283 organizer Joe Vitale, the entire local executive board, the office staff and many of the local's stewards became actively involved in the campaign. Local 283 President George Vitale even took to the phones, personally contacting Heublein employees to answer any questions they might have about Local 283 representation. Hard work paid off with a major representation win.

The new Teamster bargaining unit consists of 300 production, maintenance and clerical workers.

Here, enjoying the report that 300 Heublein workers had just voted three to one for Teamster representation are members of the successful organizing committee, including from left: Sandy Rogers, Brenda Thompson, Rosetta Cain (in back), Sally Witmer, Local 283 Business Representative Phillip Ferretti, Doris Rye and Sue Medelin.

## GREEN BAY, WISCONSIN

### Local 75's Involved In Its Community

Green Bay, Wisc., Teamster Local 75 officers believe that unionism calls for more than just representing the members in bargaining and arbitrating their grievances. Effective leadership also requires a good working relationship with management and a concern for the community. Recently, the Green Bay local as a participant in the Green Bay Area Labor-Management Council, has been involved in two programs that foster those goals—one a program that aids work-bound high school students and the other, a program looking at the quality of work life.

In the photo above, Local 75 Secretary-Treasurer James R. Peterson (center) and Donald W. Kelly, Schreiber Foods, Inc., co-chairmen of the council, are shown receiving an honorary plaque presented by Green Bay Board of Education President James N. Effland (left). The plaque recognizes labor and management's joint efforts in sponsoring annual "Youth Opportunities Days" for area youngsters. The 14-year-old program, funded by labor and business, has afforded more than 10,000 non-college bound Green Bay area high school students the opportunity of visiting local industry to learn about career possibilities and obtain career information.



In the photo at left, Teamster officer Peterson (left) congratulates Basil J. Whiting (right), executive director of the Michigan Quality of Work Life Council, Detroit. Whiting, along with William T. Horner of the Michigan Council, and Dutch Landen, Woodrow Weigandt and Ed Foy, all of General Motors Corporation, presented two day-long conferences on "Quality of Work Life" for labor and management people in the Green Bay area recently. More than 800 persons attended the two conferences, sponsored by the Green Bay Labor-Management Council.

# ACTIVE IBT LOCALS

## CAPE GIRARDEAU, MISSOURI

### Happy Holidays, Missouri Teamsters

Teamster Local 574 of Cape Girardeau, Mo., is so proud of its stewards that officers of the local decided to throw a pre-Christmas reception for them to express their appreciation for all the hard work they do throughout the year on behalf of members.

Mrs. Edith Prater, wife of Local 574 Secretary-Treasurer David Prater, baked and decorated a beautiful cake to wish the stewards "Happy Holidays." At the



Pictured here are the Local 574 stewards, decked out in their new Teamster jackets. Below is the beautiful cake served to the group at the reception in their honor.



party, the stewards all were presented with special Teamster jackets in appreciation of their services to their brother and sister Teamsters.

The stewards also were treated to individual portraits of themselves, made by Prater's daughter Carla, copies of which now are posted in the union hall's display case, where all Local 574 members can see them and appreciate the number of loyal, hard-working people they have working for them in shops around the area.

## ESCANABA, MICHIGAN

### Teamster's Named Area Fireman of Year

Teamster Local 328 member Keith Jenich works as a local cartage and dock worker for Clairmont Transfer Company, but the eight-year Teamster veteran, lured by the sound of the fire bell, also donates his time to the Calumet Township Fire Department, where in addition to helping fight fires, he also assists with the Mercy Ambulance Service as a licensed paramedic.

Recently, the Teamster was honored for his life-saving skills with designation as the 1981 Firefighter of the Year at the annual Copper Country Firemen's Tournament in Mohawk, Michigan. Jenich also became the first recipient of the Leonard Shiroda Memorial Trophy, a prize named

for a former area fire chief who died recently after 50 years of service as a firefighter.

Jenich was honored for saving a person's life and assisting in treating several others at the scene of a house fire that took place in Calumet, Mich. in September, 1980.

Jenich and other firefighters entered a two-story home that was engulfed in flames and smoke and carried two people to safety. One of them, Bernard Miller, showed no signs of life, but Jenich went to work on him, and using IV therapy, respiratory assistance and cardiac monitoring, managed to resuscitate him so he could be transported to a local hospital.

The firefighter also assisted the ambulance crew in treating four other members of the Miller family at the scene. One person died before the fire department arrived.



Here, Copper Country Firefighter of the Year and Teamster Local 328 member Keith Jenich (left) receives his awards and congratulations from Hank Kokkenen, president of the Copper Country Firemen's Association.

## DETROIT, MICHIGAN

### Teamster Rises To A Challenge

The Stroh family (of brewery fame) has added a unique new art treasure to its proud collection of oil paintings and antiques.

On October 28, 1981, Brewery Chairman Peter Stroh was presented with a work of stained glass art bearing the time-honored crest of the Stroh family, created by James W. Cuneo, an employee of Stroh's and member of Teamster Local 1038 in Detroit.

Cuneo created the richly colored crest with design assistance from Byron R. Hulhman and secured it in a custom built

frame made by R. James Thornton, a Detroit police officer.

Cutting, grinding and polishing the crest's 301 pieces of stained glass and carefully joining them with 85 yards of copper foil and 62 pounds of solder, took Teamster Cuneo 632 hours.

Cuneo, who donated the crest to the Stroh's Brewery, has created many stained glass items. He says the challenge of seeing the Stroh's crest in glass inspired him to make this one of a kind piece of art. The fruit of his labor now hangs on a marble wall in the second floor lobby of Stroh's Riverfront Complex.



Here, Teamster James Cuneo (left) and Stroh's Brewery Chairman Peter Stroh admire the new piece of artwork.

## SAGINAW, MICHIGAN

### Oldest Cab Co. in Mich. Closes Its Doors

It's hard to say good-bye to an old friend, especially when it's one you've had a long and happy relationship with, but that's what Teamsters out in Saginaw, Mich., were faced with recently, as Saginaw's Yellow Cabs—the oldest taxi company in Michigan and the second oldest family-owned cab company in the United States—was forced to close its doors.

Teamsters have a long, proud history with the 107-year-old firm that began as a livery and drayage company and then evolved into Saginaw's only independent cab company. Local 486 has always had a special regard and affection for the men and women who drive the Yellow Cabs in Saginaw, because these employees were the first members of Local 486 back in 1937 when the local union was organized. In fact, the local's first secretary-treasurer, Gerald N. McIlvain, started out as a cab driver.

Another member of the local, Truman W. Verbeck, started working at Enright-Topham (the firm that owns Saginaw Yellow Cabs) in 1919. Although Verbeck retired some years ago, he has remained active in his Teamster local, serving for a long while as maintenance man and most recently as an organizer, chairman of Local 486's retirees' club, and as chairman of the local's blood bank.

Verbeck expressed surprise and sadness when he learned of the October 8, 1981 closing of the venerable cab company and longtime Teamster employer. "It is like losing a longtime friend," he said.

When Truman worked there, he used to drive a Model T with the body removed and a shelf attached to the chassis to haul baggage, often to the Bancroft Hotel in Saginaw, but also to private homes.

The shelf had a cushion across the front where the driver could sit.

Truman also remembers driving a hand-cranked wrecker "made out of a Cadillac" and also a Reo ambulance. He said that before getting the Reo, the company had a horse-drawn ambulance. The part that held the patient was all enclosed, but of course, the driver sat out in the open, exposed to the elements . . . rain, sleet or whatever. He added that residents used to stable their horses at Enright-Topham years ago.

Well, Truman and Local 486 have both come a long way since those days. Now he drives a 1982 Oldsmobile with gauges that "tell you everything but when the next payment is due" as Business Agent Dale Spyker so aptly put it. And Local 486 has grown from an initial 40 charter members to a peak of over 5000 members.

Dale served as business agent for the 35 members at Enright-Topham, all of whom are now out of jobs. Merla (Kay) Simmons was the current steward.

Company personnel indicated that the decline in business which eventually led to the decision to close down was not due to any single factor but to a combination of things, such as the current economic recession, taxes, worker's compensation bills, the changing transportation habits of society, the Saginaw Transit System, unemployment costs and gasoline costs.

Now, "The thinking fellow calls a Yellow," that catchy advertising slogan that used to attract customers to the Yellow Cab companies years ago will be just another nostalgic memory for Saginaw residents. But remember they will.

So will Saginaw Teamsters. With the passing of Yellow Cab Company goes a part of Local 486 history, but in their hearts they'll remember the firm and the start it gave both to the local and many just beginning Local 486 Teamster members.



Teamster veteran and former Yellow Cab employee Truman W. Verbeck (left) and Local 486 Business Agent for Yellow Cab Dale Spyker reminisce about the old days, before the now permanently closed doors of the Enright-Topham Yellow Cab Company, one of the first signatories to a Local 486 agreement.

Merla (Kay) Simmons was the steward for the 35 employees of Enright-Topham. Now she and they are out of jobs.



## COLUMBUS, OHIO

### Teamster Local Backs Its Members

Two Teamsters fired by their employer for alleged dishonesty are back at work now, thanks to their determined Teamster local which pursued the unjust charges all the way through arbitration to see the two vindicated.

The arbitrator, after hearing the case presented by officers of Teamster Local 284, determined that the company—Robertshaw Controls of Columbus, Ohio—wasn't on solid ground with the charges and ordered the two workers reinstated with full backpay.

Here presenting Teamsters Mabel Beach and Sue Hatfield with their backpay awards, which together totaled some \$30,000, are Ray Finnerty, president of Local 284, and Business Agent Dave Kelly.



# ACTIVE IBT LOCALS

MEMPHIS, TENNESSEE

## Thanks for the 'Down Home' Hospitality!

Teamster Local 667 member William Gadd wrote *International Teamster* recently to thank brother and sister Teamsters around the country who helped his family with a personal crisis they confronted recently with the illness of their son, Tony.

Tony, in May, 1981, at the age of 18, was diagnosed as having leukemia and entered St. Jude's Hospital in Memphis for intensive chemotherapy. After 3½ weeks, with the disease in remission, Tony was given a choice of treatments with which to proceed. He could take chemotherapy for several more months, which would give him a 20-25 percent chance of survival or could opt for a bone marrow transplant, which gave him a 60-70 percent chance. Tony chose the transplant; the hitch was that the only place that could do it was thousands of miles from home—in Seattle, Washington.

On July 23, Tony and his folks left for Seattle and in the intervening weeks,

learned just how much brotherhood or sisterhood means to a Teamster.

"From the day we arrived until the day we left, Teamster Local 741 in Seattle helped us," William Gadd wrote. "They helped us financially, donated blood, called us by phone and visited us in the hospital.

"Jerry Lavell (secretary-treasurer of the local) called us the day we arrived in Seattle and from then on, they were there anytime we needed them," the grateful Teamster recalled.

"Archie Swift from Local 741 and his wife took us to their house for dinner one evening. He also took us from the hospital to the apartments when Tony was discharged and even helped me see about getting a car to use while we were there," Gadd added.

Back in Tennessee, "Johnny Raney, president of Local 667, was helping in every way he could," making calls and trying to ease family members' minds in the midst of their difficulties.

I just want to "say thanks for everything that Teamsters have done for us," Gadd added. "I also want to thank the company I work for, Consolidated Freightways, for its complete support.

"I've been a Teamster for 17 years," he noted, "and I've read of all the good things Teamsters have done for people. I never thought it would happen to me. We thank you from the bottom of our hearts for your prayers and everything you have done for Tony and us."

Brother Gadd noted also in his letter that Tony and the family are all back at home now in Potts Camp, Mississippi. Tony is doing fine, but will be receiving follow-up treatment at St. Jude's for another year or so.

He had one other comment to make and that concerned his personal gratitude for his insurance plan, the Central States,

Southeast and Southwest Areas Health and Welfare Fund, through which Tony's care as a dependent minor so far has been covered.

On December 17, 1981, the company issued Gadd a routine year-end summary that, in part, read: "Total charges received to date amount to \$111,323.88, on which we have paid a total of \$110,545.10."

That price is small to pay for his son's life, and you can bet this is one Teamster who's saying "Oh, Thank Heaven," for the health coverage his union membership affords him.

*"Thanks, Teamsters!" says Tony Gadd, son of Local 667 member William Gadd. Dad adds, "God Bless," for all the help Teamsters on both coasts have given their family during this trying time.*



NASHVILLE, TENNESSEE

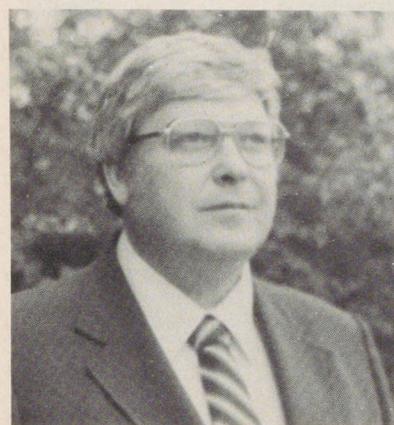
## Teamsters Help Elect State Senator

Tennessee Teamsters scored another election victory recently when Kenneth Springer, the Teamster-endorsed candi-

date, won a hotly contested state senate race in the 23rd senatorial district of Tennessee.

Springer, principal of Fairview High and a man with a long labor union history, was sworn into office on December 17. Ken's father was a longtime union man, having served some six times as president of the United Mine Smelters International Union. His brother, Billy Springer, is a vice president of the United Auto Workers in Dixon, Tenn., and Springer himself holds membership in both the National Education Association (NEA) and the Tennessee Education Association (TEA).

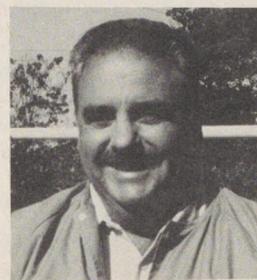
The rousing victory came for Springer through the strong support of a lot of Teamsters throughout the district, with the union's efforts being directed by Luther Watson, president of Teamster Local 480 in Nashville, and Dempsey Newell, president of Local 327 in Nashville. Helping to mobilize Teamster voters were Maury Smith, vice president of Teamster Local 667 in Memphis, and Bill Wright and Wallace Clements, IBT DRIVE representatives.



New State Senator Kenneth Springer



Local 480 President  
Luther Watson



Local 327 President  
Dempsey Newell

## OKLAHOMA CITY, OKLAHOMA

### Arbitration Results in Award for Okla. Teamster

Brother Clyde D. Taylor (third from left), a member of Local 886 in Oklahoma City, Oklahoma, is shown here receiving a welcome backpay award from his Local 886 Business Agent John Thomas (second from left). Taylor's award culminated a lengthy arbitration against the Teamster's employer, International Environmental Corporation, undertaken after the company unjustly discharged him. Thanks to a favorable decision, Brother Taylor received \$9,641.60 in backpay, plus \$679.70 in interest from I.E.C. Pictured with Brother Taylor and Thomas, who handled the arbitration case, are job stewards Norma Columbus, Eddie Aleman and Adolph Harrison, who assisted with the case.



## ALLENTOWN, PENNSYLVANIA

### Gymnastics Is A Family Affair for This Teamster

As most parents with growing youngsters know, when your child is involved in any activity, it's likely the parents will be drawn into it, too.

For Teamster Local 773 member Franklin R. Kushner, a driver at Mason Dixon, gymnastics has become a family affair since his daughter Nicole began working out with the Parkettes, a local gymnastics group, a few years ago.

Gymnasts start young at the sport, as evidenced by the fact that 12-year-old Nicole recently was the runner-up winner in the junior gymnastic division during the U.S.A. Women's Gymnastics Championships competition, held at the Stabler Arena in Lehigh, Pa.

As one of the judges for the event, Mrs. Audrey Schweyer, pointed out, there's much more than artistic beauty involved in those 60-to-90 second routines that draw oohs, ahs and an increased heart-beat from the fans.

"Gymnastics judging has become very complex, with specific skills required in each routine in floor exercise, on the uneven bars and on the balance beam broken down into A, B or C moves, and each routine required to have a certain number of each moves."

"A routine's value begins at 9.5 points, and to have that value it must include three C moves, two Bs and two As," Mrs. Schweyer noted.

While a routine's value begins at 9.5 points, there is the possibility of a gymnast picking up five-tenths of a point as a bonus, thus allowing her to reach what is considered a "perfect" score of 10, if she incorporates "risk moves," into the routine, each of which is worth an extra two-tenths point.



"It is these elements, the risks and the required moves, that must be included in a routine that the average spectator doesn't know about," on which the gymnast will be judged, Schweyer pointed out. "That's why what looks to be a beautiful routine may be scored 9.5, while the spectator sees it as a 10. Somewhere, some of the elements were missing."

To reach this level of excellence means a lot of hard, consistent work for any gymnast such as young Nicole who strives for expertise, a competition ranking and possible inclusion as an Olympic contender. And it means a lot of expense and hard work for the family, who must transport these youngsters to their practice sessions, make sure their school work gets done, supervise costume selection and recreation, travel to meets with their youngsters and do the thousand and one other things necessary to groom a future Nadia Comaneci or Olga Korbut.

Here, Nicole signs some autographs for admiring fans after an excellent performance in the USA's competition.

Nicole Kushner went into the USA's competition with her teammates from the Parkettes, along with 49 other girls from all parts of the United States, determined to try hard, have fun and maybe win. In this competition, "the biggest thing possible in American women's gymnastics," she maintained her composure and took second place honors among the junior girls—quite an accomplishment.

But it's been a family affair all the way, and we're sure her family—led by 17-year Teamster veteran Franklin Kushner (who couldn't be prouder)—enjoyed the honor and sense of accomplishment as much as she did. After all, she probably couldn't have done it without them. An unusual family? No, just a true Teamster one!

# ACTIVE IBT LOCALS

ROCHESTER, NEW YORK

## Teamster Public Employee Fares Well in Arbitration

The New York State Public Employment Relations Board (PERB) recently ordered the town of Gates, New York to rehire Teamster Albert Sava and pay him seven months' backpay and wages. The state ruling came as a real victory for Teamster Local 118 of Rochester, which represents workers in the Gates Highway Department.

PERB found, based on its hearing on the matter, that the town "violated . . . the Public Employees Fair Employment Act by suspending Albert Sava and terminating his employment due to his participation in union activities."

Sava was suspended from his job last May and fired by the town on June 11. He claimed, in his complaint to PERB, that his firing was related to his union organizing efforts among his fellow highway workers. The town said that the firing was for insubordination, and alleged that

Sava had been frequently insubordinate and that he had been reprimanded several times. However, no written reprimands or proof of repeated cases of insubordination were offered as evidence by the town, according to the hearing officer's report.

Complaints to PERB are decided by a hearing officer who is employed by the state. PERB decisions are binding upon local government, though they may be appealed by either side.

Sava, a town employee for seven years, had no reprimands on his file nor was there evidence that he had been repeatedly insubordinate to Alfred Leone, superintendent of highways and Sava's boss. The evidence that was presented convinced the hearing officer that Leone knew of and disapproved of Sava's efforts to organize for the union, and that Leone had "baited" Sava and assigned him to menial chores that were not part of his normal duties.

The incident that caused Sava's suspension and ultimate dismissal was an order by Leone to clean up the room used for coffee and lunch breaks by Highway Department employees. Sava refused, and Leone ordered him off the property for the day. The next day, the day of the union election, Sava returned to work and apparently completed all his work, including cleaning the coffee room. The next day he was suspended from his job for his refusal to clean the room two days before.

Sava was fired by the town on June 11. On June 22, he with the help of Local 118 filed a complaint with PERB, charging that the town had violated the Public Employees' Fair Employment Act. The hearing was held September 3; a decision was issued December 24.



Ernest Moyer, president of Teamster Local 118, said the local was happy about the PERB decision, and that justice had been done in the case.

"The only thing we want is this man's job. That's what we're here for, to protect his job," Moyer said.

Moyer estimated that the ruling will cost the town about \$7,000 in salary that must be paid to Sava as well as the costs of benefits for the worker.

Albert Sava is happy to be going back to work and says he is looking forward to returning to the Gates Highway Department. Sava, 65, found the seven months of idleness he has experienced since being fired last June trying. "I was going crazy, just sitting around," he said.

The Teamster says he doesn't expect there will be any hard feelings between himself and Alfred Leone, the Gates highway superintendent, who removed Sava from his job.

"I'll go back to work, keep my nose clean, and do the job," Sava said.

This decision is living proof that the Teamsters can aid even public employees, who usually are governed by very strict grievance procedures, when it comes to righting an injustice.

YONKERS, NEW YORK

## These Teamsters Have Heart!

Retired Teamster James Brackett of Local 445 in Newburgh, N.Y., is a lucky man and on the move again, thanks to his fellow Teamsters.

Brackett was forced to retire in 1974, after a severe attack of diabetes left both his legs useless. He had driven trucks for Westchester Concrete (now Plaza Materials) since 1954.

Last June, his wheelchair overturned while his wife, Ann, was moving him into his van, and she broke her wrist in the mishap. It was then that Local 445 Teamsters heard of the plight of the Brackett family.

After learning of the problem, members of Local 445 thought about ways they could help. They established a donations fund and the local's newly formed retirees' club organized a raffle. Their goal: to raise money to buy a wheelchair lift for Brackett's van.

At a recent quarterly meeting of Local 445, active and retired members alike gathered to see that goal reached. As members watched, Local 445 Secretary-Treasurer Ray Ebert presented the new wheelchair lift to Brother Brackett, and told him: "Our job is not only to protect the active member, but as a union to watch out for our retired brothers and sisters, and offer help when misfortune arises."

*Brother Brackett and his wife (pictured here) must be very grateful for this thoughtful gift from their brothers and sisters, which surely will ease greatly their travel difficulties.*



## WILMINGTON, DELAWARE

### This Wasn't A Normal Delivery, Even for A Teamster!

Norm Wilson, a member of Teamster Local 326 in Wilmington, Del., may be used to making heavy duty deliveries for Gregg & Ferrara, Inc., the construction company that employs him, but not of the kind he was recently called on to perform.

Wilson and his wife, Joy, were planning for the birth of their second child last fall and, having delivered their first son by natural childbirth, had just about decided to take the "natural experience" one step further; they began preparations for their second child to be born at home.

Joy's obstetrician was Dr. Joseph Reiley, and as her October 21 due date neared, he ordered a routine x-ray to check for any possible complications. That ultra sound scan, however, revealed that there was a problem: the baby had a possible "swollen kidney."

The Wilsons' plan changed and Daniel was to be born in Bridgeton Hospital. Or so they thought.

On Nov. 14 the Wilsons attended a banquet. Arriving home around 1:15 a.m. Joy started experiencing some pain. She had "quite a bit" of false labor during her first pregnancy and described the pain as "nothing much," but told Norman, "I don't think the baby will be too far away now."

Joy said she "tossed and turned" most of the night, waking up at 4:15 with a stabbing pain in her back.

Ten minutes later, Norman timed Joy's contractions 45 seconds apart. "You have a choice," Norman told his wife. "You can either have the baby in the ambulance on the way to the hospital or here (at home)."

At that point Joy said she felt an urge to push.

For safety, Norman ran downstairs into the kitchen to boil water. "I grabbed sheets and all the towels I could get a hold of," he said.

By the time he arrived back upstairs Joy's water had broken and the baby's head had crowned.

Joy gave one push and Daniel's head emerged. "I gave him a little turn and he fell out in my hands," Norman recalled. "I cleared his nose with a syringe, wrapped him in towels and called for an ambulance."

Members of a nearby rescue squad responded to the call, cut the umbilical cord and transported mother and baby to Bridgeton Hospital. Both were home within a few hours.

Several days later Joy was admitted to Bridgeton Hospital for an infection and Daniel was taken to JFK Hospital for another ultra scan x-ray. Daniel was admitted and later transferred to Childrens Hospital in Philadelphia. Daniel, it seems, had been born with a chromosome imbalance in addition to one functioning kidney. Doctors said he should theoretically have been a miscarriage.

While there, Daniel began having trouble receiving oxygen. Doctors said that a small valve in the heart, which usually closes about 48 hours after birth, did not close. The problem did not pose an immediate risk, doctors said, and could be corrected by surgery three or four years later.

Daniel's heart, however, continued to weaken and he went into heart failure. A team of surgeons performed a three-hour emergency operation to get Daniel oxygen needed to keep him alive.

It was touch and go for days, but the spunky infant managed to pull through.

Daniel arrived home from the hospital

to join his three-year-old brother, David Jr., and his much relieved parents one week before Christmas, making the holiday a real joy for all of them.

Other than a thin, six-inch red scar on Daniel's back from the operation just under his right shoulder blade, he seems just fine now. He's sleeping well at night, gaining weight and developing quite an appetite, according to his parents.

Although doctors say they cannot guarantee that Daniel will not develop future complications, Joy and Norman are just happy for now that he's home.

"He's really kind of a miracle baby," Norman said. "He's really very special," Joy added.

*The Wilson family portrait: Norman, Daniel, David, Jr. and Joy.*



## MILTON, PENNSYLVANIA

### Large or Small, A Beef Is A Beef

*Large or small, any grievance win is important to the worker involved, as Teamster Local 764 noted recently, in reporting on a backpay win involving a member of that Milton, Pa., local.*

Local 764 officers were successful recently in winning vindication for Borough of Berwick employee David Trapane after his illegal suspension by his employer. Here presenting Teamster Trapane (right) with his backpay award in the amount of \$942.00 are Local 764 Business Agent James Wesner (left) and Union Steward Joseph Pollick (center). Trapane adds that he is extremely grateful for the backing received from his local union during the job dispute.

# ACTIVE IBT LOCALS

UTICA, NEW YORK

## Santa Can Find You, Even on Picket Lines

America's Senior Teamster (otherwise known as Santa Claus) visited the picket line at Rite Aid distribution center in Rome, N.Y., just before making his yearly journey last December, as demonstrated by the photo here. Making sure that children of the striking Local 182 members weren't forgotten, Santa was there taking special requests from the youngsters.

Christmas marked week 27 for the striking Teamsters. (The strike is now in its eighth month as the February *International Teamster* goes to press.)

Despite the passage of the holiday season and the length of the dispute, spirits have remained high among the Local 182 members. One of the many reasons for this has been the growing support given the workers by fellow union members across the land. Support continues to pour in, the local says, not only from Teamsters, but from international unions all over the country.

Accusing the Rite Aid Corporation of unlawfully withholding accrued vacation benefits from its striking employees, the National Labor Relations Board recently



*Their mommies and daddies may be on strike, but old Santa knew where to find these Teamster youngsters—he went right out to the Rite Aid picket lines and heard each and every child's special request.*

issued a third unfair labor practice complaint against the employer which, according to Local 182 President Rocco F. De Perno, converted the Rite Aid strike into an unfair labor practice strike. The complaint accuses Rite Aid of discriminating against its union members by withholding vacation benefits from them because they "engaged in concerted activities for the purposes of collective bargaining".

According to De Perno, the employer's unfair labor practices have served to prolong the Rite Aid strike. Consequently, De Perno said, union attorneys are exploring the possibilities of making an unconditional demand for reinstatement. If made, Rite Aid would have five days to reinstate the striking employees to their former positions. Should Rite Aid refuse and an administrative law judge agree with the union's position, Rite Aid would be liable to the striking employees for backpay retroactive to the date of the demand.

With respect to this latest charge, De Perno said, Rite Aid has withheld an

average of one week's backpay from each of its striking union employees. De Perno noted that these monies were earned by each of the employees for work performed prior to the strike. "When the strike began, the union demanded that Rite Aid pay its employees their accrued vacation benefits," De Perno said, "but despite the employees' unqualified right to these monies, Rite Aid has refused to do so." This is just another attempt by Rite Aid to break the strike, De Perno added.

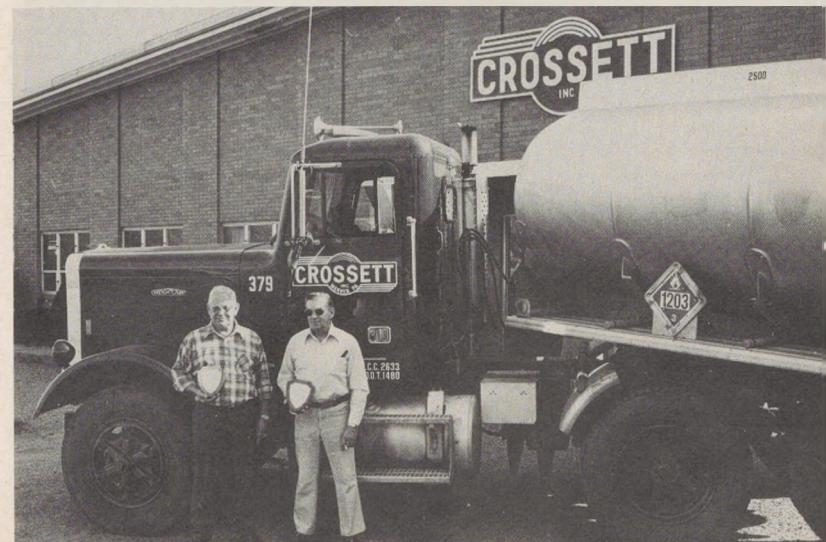
The NLRB complaint, which consolidated two earlier unfair labor practice charges, also accuses Rite Aid of illegally terminating union employees who have engaged in the strike and of improperly videotaping and recording employees engaged in peaceful picket line activities.

BRADFORD, PENNSYLVANIA

## Safe Drivers Receive Awards

Teamsters Gordon (Smokey) Bennett and Robert Ploetz, both employed by Crossett, Inc. of Warren, Pa., were honored recently at a safety awards dinner. The two Teamster Local 963 members received awards for their years of safe driving: Bennett for more than 30 years over the road, and Ploetz, for his 25 year safety record.

Here, Gordon Bennett (left) and Robert Ploetz (right) are shown with one of the big rigs they jockey every day for Crossett, Inc.



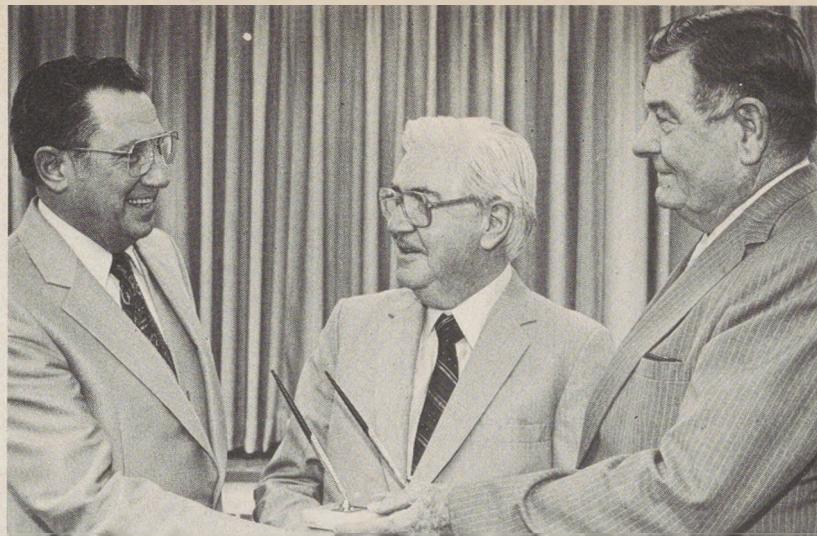
## RICHMOND, VIRGINIA

### Teamsters Honored By Va. Local

IBT Warehouse Division Director John Greeley and IBT General Organizer and Eastern Conference of Teamsters Administrative Assistant Fleming Campbell journeyed to Teamster Local 322 recently where they assisted in presenting 10, 20 and 25-year service awards to more than 30 members of the Richmond, Va., local, honoring each person's years as a Teamster.

A highlight of the day came when the tables were turned and Local 322 Secretary-Treasurer Gene G. Tatum presented Greeley and Campbell with surprise awards, honoring their own service to the Teamsters and Local 322.

Local 322 is Brother Campbell's home local. There, with 45 years of Teamster service, he has earned the distinction of being at 67 the oldest active local member, both in age and in years of service. He also is the oldest former officer of the local, having served as a business agent and for more than 20 years as president of Local 322, before moving to his post at the Eastern Conference. Campbell was a charter member of the local when it



Here, Greeley (center) and Campbell (right) receive their awards, handsome desk pen sets, from Gene Tatum, president of Richmond Teamster Local 322.

started in 1936 with a federation labor charter. He became a Teamster in June, 1941, when the group was granted its Teamster charter, and has remained one since.

Brother Greeley has since the mid-1950s been an honorary member of the Richmond local and has actively followed its activities and growth since.



EAST PROVIDENCE, R.I.

### That's Some New Year's Baby!

You can imagine the surprise of Teamster Local 251 members attending a New Year's Eve party at the home of Business Agent Jim Boyajian when as midnight beckoned in a new year, this bouncing Local 251 "baby" appeared on the scene. It was Local 251 member Jerry Czarn, an employee of Carolina Freight Carriers at Sukonk, Mass., decked out for the occasion in traditional new year babe's attire. While this bundle of joy, at approximately 320 lbs., didn't exactly bounce, he did prove the hit of the evening at these Teamster New Year festivities.

## NEWBURGH, NEW YORK

### Local 445 Scores Organizing First

Teamster Local 445 of Newburgh, New York, scored an organizing first recently when organizers signed up the 19-person unit at the U.S. Department of Agriculture Animal Import Center at Stewart Airport.

According to the Research Department of the International Brotherhood of Teamsters in Washington, D.C., this represents (to their knowledge) the first organization of federal Civil Service employees by any local in the Teamsters.

The Animal Import Center, located in

Orange County, is one of only two such import quarantine facilities in the United States. It handles horses, cattle, birds, fish and other animals brought into the country's northeast for zoos, pet shops, and private collectors. The new Local 445 members handle the animals under the supervision of USDA veterinarians.

Local 445 Secretary-Treasurer Ray Ebert offered hearty congratulations to Organizer Joe Arnita, Jr., at a recent quarterly meeting of the 4,500 member local union. Local 445 has jurisdiction in Orange, Rockland, Westchester, Dutchess, Sullivan, Putnam and Ulster Counties in New York.

## HILLSIDE, NEW JERSEY

### Congressman Rodino Receives Labor Support

Congressman Peter J. Rodino, chairman of the House Judiciary Committee and a longtime friend of organized labor, recently visited a general membership meeting of Teamster Local 177 in Hillside, New Jersey. Shown here, Congressman Rodino (right) receives a check for \$1000.00 from the Teamsters DRIVE fund from Mario Perrucci, secretary-treasurer of Local 177.

DRIVE is the union's political action program; it is committed to helping to elect legislators at all levels of government from federal to local who support labor's views on key legislative issues.



# CONSUMERS' CORNER

IF YOUR HOME is one of the estimated 1.5 to 2 million houses built between 1965 and 1973 and wired with "old technology" aluminum wiring, there is a possibility that resistance caused by a buildup of aluminum oxide at the point where the wire is connected to the fixture, will cause it to overheat and start a fire.

Houses built before 1965 do not have this problem because they were wired with copper (unless the house was rewired during the years 1965-1973). However, a copper shortage at that time forced contractors to substitute less expensive aluminum. The problem doesn't exist in houses built after 1973 because by that time "new technology" aluminum wiring systems were being installed.

There is nothing wrong with aluminum wiring per se. Utility companies use aluminum for their transmission lines. But when aluminum wiring was first installed inside homes, it was hooked up to fixtures designed to accommodate copper wiring. As it turned out, the wire and the fixtures were not compatible and the overheating problems arose.

The overheating is caused by aluminum oxidation. Aluminum oxide forms on the surface of aluminum conductors and inhibits the flow of electricity from the wire to the terminal. To overcome this, higher voltage is needed to provide a conduction path for the electricity. The results: a buildup of excessive heat at the terminal and arcing of the current from the conductor to the terminal—two potential hazards.

Contributing to the problem is another characteristic of "old technology" wiring and an incompatible fixture, called "creep." Creep is a gradual movement of the wire at the terminal. It is a result of the electrical flow being turned on and off over a period of time. When the wire is hot, it expands. As it cools, the wire contracts. Although the movement is microscopic, after thousands of repetitions, the wire loosens, more oxidation can take place and chances for a fire increase.

"New technology" aluminum wiring, in use since 1974, utilizes fixtures known as Co/ALR's which greatly reduce overheating risks because they are compatible with aluminum wiring.

Bill King of the Consumer Product Safety Commission (CPSC) said the Commission started a lawsuit in 1977, still not decided, which would require



contractors who installed the old technology systems to contact homeowners and repair the allegedly dangerous wiring systems.

Albert Reed, spokesman for the N.Y. Board of Fire Underwriters, does not agree and said: "We have no evidence at all of any fires caused by aluminum wiring." He mentioned, though, that since 1972 electricians have been splicing copper wire to the aluminum where it terminates and the copper is attached to the receptacles and switches. According to Reed, this so-called "pig-tailing" process is a precautionary measure and it is an accepted alternative to old technology wiring.

But CPSC's Bill King remains certain of the inherent dangers of the aluminum wiring installed between 1965 and 1973, and suggested you watch for the following signs:

- Coverplates on switches and outlets

which are warm or hot to the touch.

- Smoke coming from outlets or switches.
- Sparks or arcing at switches and outlets.
- Strange odors, especially the smell of burning plastic, near outlets or switches.
- Lights which flicker periodically.
- Outlets, lights, or entire circuits which fail to work; call an electrician to inspect and repair the problem.

Have a professional electrician do the inspection for you because of possible danger.

What steps can the consumer take if he discovers his house is wired with "old technology" aluminum wiring? Rewiring is not practical because of the great expense.

King called pigtailing "band-aid repairs and first aid steps." As for replacing the original switches and receptacles with Co/ALR fixtures, King said, "It is an improvement, but not a solution. They are a partial fix at best."

King maintains that many homeowners are tempted to install Co/ALR fixtures themselves. Since there are as many as 150 fixtures in a medium-sized house, chances are that not all will be properly installed, and a fire hazard will still exist.

In the CPSC's view, "there is only one repair technique short of replacement which represents a permanent repair—a crimp or compression connection system." Crimping resembles pigtailing in that a piece of copper wire is spliced onto the aluminum wiring. However, it is accomplished through the use of a crimping tool which exerts extraordinary pressure and actually fuses the two metals molecularly in a "cold weld."

While not as costly as rewiring, crimping is fairly expensive. It costs about \$10-\$15 per outlet or \$1,000-\$2,000 for a moderate to big house.

As time passes, wire "creep" can become more pronounced and aluminum oxidation will continue to build. This in turn increases the chances for overheating and the possibility of a fire.

For more information, the U.S. Consumer Product Safety Commission has a booklet entitled, "Aluminum Wiring." To order, send \$1.25 to The Consumer Information Center, Dept. 186J, Pueblo, Colorado 81009. The threat may be invisible, but the CPSC considers it real.

# TEAMSTER SPORTS!



Teamster Local 627 member John Reed journeyed a long way from home for a recent fishing vacation but from the beauty he snared, we'd say the trip was well worth it. Reed, employed by Advance Transportation Co. of Peoria, Ill., recently traveled to Cabo San Lucas, Baja, Mexico, to fish for marlin. Here, he's shown with his catch: an 180 lb. striped marlin (left). The other striped marlin shown, a 100-pounder, was caught by another fisherman in Reed's party—Paul Waller, Jr. of Palo Alto, Calif. Quite a trip and quite a catch!



Once a tinkerer, always a tinkerer. Teamster Local 391 member Wayne Fulton works full-time as a mechanic for Pilot Freight Carriers, but in his spare time enjoys working with and running his equipment in tractor-pulling contests. Wayne runs in the 5,000, 6,000 & 7,000 lb. modified classes, using a tractor with a 429 Ford engine and CK40 rearend. A member of the National Tractor Pullers Assn. and the N.C. Tractor Pullers Assn., Wayne currently is the defending points champion in the 6,000-lb. economy hot rod class.



We've heard of some coo-coo hobbies, but this one captures the prize. Teamster Gilbert J. Mundorff, a member of Local 767 employed at Valley Farms All Star Dairy in Williamsport, Pa., enjoys raising show pigeons and currently has more than 15 different breeds in his coops. The hobby has netted for the Teamster, shown here with his wife who's also a pigeon fancier, a number of ribbons, trophies and cash prizes. The couple still have a long way to go with their hobby, though. As Mundorff points out, there are more than 300 different breeds of show pigeons, so they've only just begun!



Douglas I. Gardinier, a 19-year veteran member of Teamster Local 639, recently caught these beautiful blue fish near St. Clements Island on the lower Potomac River. Douglas, a driver for the Grand Union Division of Kane Transfer Company, enjoys boating and fishing, both of which are easily accessible from his waterfront cottage in St. Mary's County, Md.



This majestic eight-point buck was bagged during archery season recently with a bow and arrow by Teamster Local 687 member Frank P. Fisher of Massena, N.Y. Brother Fisher tells us the buck weighed in at 180 lbs.; it's a catch sure to make good eating all winter long.



# SILENCE ISN'T GOLDEN

## WHEN YOUR RIGHTS ARE AT STAKE!



The right of free speech is one granted Teamsters and other American citizens by the U.S. Constitution. But if we don't use that right, we silence our own voices and lose our chance to be involved in the decision-making process on critical issues.

DRIVE, the Teamsters Political Action Committee, is dedicated to making Congress aware of members' positions on issues that vitally affect them, and on giving support to candidates for federal, state and local offices who do listen to and support labor's positions on key issues.

With recession, high unemployment, deregulation and other problems threatening Teamster jobs, and a whole range of legislative issues such as Hobbs Act amendments threatening our rights, we can't allow ourselves to be silenced this year!

**NATIONAL MASTER FREIGHT  
UNITED PARCEL SERVICE  
CAR HAUL  
TANK HAUL  
KROGER  
MONTGOMERY WARD**

Teamsters covered by these national contracts have the perfect vehicle already for making their voices heard. Their contracts contain a DRIVE checkoff clause that allows them to donate dollars to DRIVE simply by signing the attached card and mailing it to Teamsters headquarters (c/o DRIVE, 25 Louisiana Ave., N.W., Washington, D.C., 20001). It's that easy. Decide what you want to give and your union and employer will do the rest.

The rest of us can get involved, too, first by checking our own contracts to see whether we have a voluntary DRIVE checkoff clause we can utilize, and if we don't, by sending a voluntary donation of our own to the national DRIVE program. Finally, it's important, too, to remember to register, so you can vote in the important races upcoming this election year.

If you're tired of bad government, joining DRIVE can help make your voice heard amid the crowd. By staying silent, you may lose your rights!

### DRIVE—Democrat Republican Independent Voter Education

Classification

I subscribe, freely and voluntarily and not out of fear of reprisal, the sum, indicated below, each year to DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE.

I further hereby authorize and request my employer to deduct from my earnings the sum indicated below each year during any payroll period to be remitted to my local DRIVE Chapter.

A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463.

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I reserve the right in accordance with the applicable State or Federal laws to revoke this voluntary authorization at any time by giving written notice of such revocation to my DRIVE Chapter in accordance with such laws or otherwise.

Suggested voluntary contribution.

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State

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THE INTERNATIONAL  
**Teamster**  
DEDICATED TO SERVICE

SPRING 1982



**Roy talks Teamster problems with President,  
who congratulated him for  
recent Master Freight settlement.**

- Teamster Board Convenes
- A Heavy Negotiations Year
- Hobbs Under Attack
- Get Active Politically; It's Your Only Hope
- Teamsters with Wings
- Workers Lose in the Economic Free-for-All
- An Easter Seal Report

## AN ECONOMIC OUTLOOK

**T**he 97th Congress is nearly at mid-point in this session in its deliberations and legislative activity affecting the economy and the serious situation that confronts the American people.

President Reagan has been in office just over one year. Recently, I had the opportunity to meet with him and discuss some issues of concern to Teamsters when I reported on the new National Master Freight Agreement.

He listened carefully and indicated his concern and willingness to be helpful where he could. First and foremost, I pointed to the devastating effects of deregulation of the trucking industry and the high unemployment that has reduced Teamster ranks. I told him that in today's economy our people are truly hurting. I told him that I believe that jobs and security are the number one concerns of the working people today.

Through various testimony before committees and personal letters, we also have informed the Congress that something must be done soon. The American worker cannot be expected to wait around for some miracle to happen. I agree that a quick fix is not the answer, but something must be done soon to produce jobs for our people and an equitable economy to allow them to purchase homes and basic necessities without prohibitive interest rates.

Unemployment is the highest since World War II. Millions of

Americans are without paychecks and millions more must forego the purchase of basics like clothes, cars and appliances because of their fears of layoffs.

This is not the American Dream. And for the present, prospects offer very little hope for a sound economic environment for working people.

Economists do not know when the recession will bottom out. They foresee no big break in interest rates. Certain voices demand wage freezes and scale-backs. Meanwhile Congress and the President are in a tug-of-war and stalemate on the budget and its deficits.

Well, the American worker will no longer patiently stand by and watch his dreams evaporate, his pocketbook empty and his rights further restricted, which some members of Congress are seeking to do through legislation such as their proposed amendments to the Hobbs Act.

It is time we activated our own forces. Let us show government and the bureaucrats that we mean business and demand action now. Get our people back to work. Lower the interest rates. And provide some incentives and protection for the future.

We can do this through a unified effort in DRIVE. Your membership is important to the future direction of Congress, the President and the nation. We must demand that something be done.

From the General President



Roy L. Williams

*Roy L. Williams*

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.



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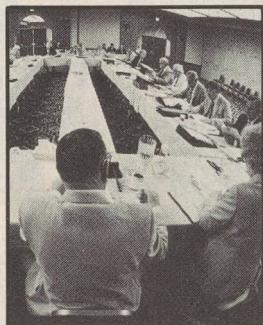
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### International Teamster Is Changing.

As most members know by now, the Teamsters' General Executive Board in January, 1982, voted to make our International magazine a quarterly publication, instead of a monthly. This hard decision came after much deliberation about the ways to best contain constantly rising publishing costs, concern about how we can best serve the membership, and in the aftermath of an overwhelming postage increase that nearly doubled our postage costs. This first edition of your new quarterly publication contains some changes in format and design; more will follow in succeeding issues. The magazine will now be published in Spring, Summer, Fall and Winter of the year, so look for issues when they reach your mailbox and keep on reading. We'll try to keep you up-to-date on everything that's happening.

**Editorial material should be addressed to:**  
Teamsters Union, Communications Department,  
25 Louisiana Ave., N.W., Washington, D.C. 20001

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# Teamsters Offer National Plan For Low-Interest Home Mortgage Loans

The Teamster general executive board, meeting in Arizona, had an active session with a full agenda that was climaxed with the announcement by General President Roy Williams that Teamsters were going to urge President Reagan to support the use of union pension funds for housing mortgage loans at an affordable low interest rate to help Teamster families and other working American families.

The board unanimously and enthusiastically supported Williams' proposal which, if enacted by Congress, would provide a major breakthrough in the sagging construction industry.

"There will be no resurgence in home buying until interest rates again reach a level affordable to the average person," Williams told the board, "and union funds in a position to perform this service should do so. A lot of Teamsters and middle-Americans simply have put off buying homes because of the prohibitive rate of interest."

"We've got to get interest rates down to 10 or 12 percent so people can start buying things. I'd hate to be young again and go out to buy a house. I couldn't do it," the Teamster leader stated.

Under the new Williams' proposal offered to the White House, about \$18 billion in union pension funds would be made available to regular lending institutions and would carry an interest rate for construction loans and home mortgages of a low 10 percent.

In taking the lead to help its own membership, as well as give the construction indus-

try a needed push, the Teamster board—in addition to asking for President Reagan's support—is asking Congress to act quickly to amend the Employee Retirement Income Security Act of 1974 (ERISA) to allow union pension fund trustees to lend money for home mortgages at below market rates.

"Under this program, I can easily foresee some of the largest, soundest pension funds in the country making available a portion of their money for home-mortgage loans in, say, the 10 percent range while fully maintaining the soundness, integrity and growth of their asset bases and their returns on investment," Williams said.

**T**in a letter transmitted to President Reagan following the board action Williams said:

"Mr. President, I believe that only such a bold plan, acted upon now, can serve to bring union pension fund resources to bear in a meaningful way on our housing crisis.

"While I have no control over any of the approximately 275 Teamster pension funds, I stand ready to assist in any way I can as President of the International Brotherhood of Teamsters to encourage our funds to take part in a home-mortgage lending plan along the lines I have outlined, should you and your Administration choose to lead the way."

In other board activity the General President also gave a complete report on the recent negotiations and their status, as well as standings on increased DRIVE and government relations activities.

General Secretary-Treasurer

## International Teamster Is Sole Union Publication

The International Brotherhood of Teamsters last month notified the so-called "National Teamster News" and other publications like it which have been soliciting advertisements supposedly in our union's name and representing themselves to be an official publication of our union that unless all such use of our name and misrepresentations cease immediately, the union will take legal action.

Members and their employers alike are reminded that International Teamster is the only official publication put out nationally by our union. It neither solicits nor accepts any paid advertising.

Members are also reminded that the "National Teamster News" is "neither affiliated, authorized or endorsed by this union." Members or employers approached by this group are urged to contact both the International Union and their states' attorneys.

Ray Schoessling also gave his report on the current state of the union's fiscal responsibilities.



The April general executive board session was a busy one. As can be seen from the clipping at top right, the union's plan for a housing resurgence was a headliner out west. Next to it, General President Williams and General Secretary-Treasurer Schoessling are pictured conferring during the session. Below, the board in its deliberations. At left, as can be seen from this notice, the topic of misrepresentations by non-Teamster publications is a topic of increasing concern to the board.



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## Teamsters consider funding low-rate home, building loans

By Don Harris  
Republic Staff

Teamsters union President Roy Lee Williams disclosed a proposal Wednesday that would free about \$18 billion in pension funds for construction loans and home mortgages.

Williams, in an unusual private interview, spelled out details of the plan, which, he said, could give the construction industry a needed push.

Under the proposal, the money would be made available to regular lending institutions and would carry an interest rate of about 10 percent.

President Reagan supports the concept, said Williams, who is expected to confer with Reagan soon. The Teamsters president, who is considered the only labor leader with direct access to Reagan, is scheduled to return to Washington today.

A White House spokeswoman said she was unsure late Wednesday what the president's position on the proposal is and she doesn't know whether Williams and the president will confer.

Williams, head of the 2-million-member union, was in the Valley to conduct a quarterly meeting of the Teamsters general executive board.

To enable the union to make its pension funds available for construction, Williams said, changes in the Employee Retirement Income Security Act would be required.

"The president says he would support it," Williams said, expressing hope that Congress takes up the issue soon. "If it doesn't take effect this spring, it will be too late. It may be too late now."

The \$18 billion, which, according to Teamsters aides, represents about 25 percent of the money in the union's 230



Earl McCormick/Republic

Teamsters union President Roy Lee Williams attends a meeting in Scottsdale. He departs for Washington today.

pension funds, would be channeled through a separate corporation to lenders.

"This would not be just for our members," Williams said, describing the complex formula. "When construction moves, the rest of the economy moves."

Tapping the pension funds would not affect their stability or the benefits being paid, he added.

Assessing the nation's economy, Williams said: "There is going to have to be a turnaround by midsummer, or at least a show of some sign, or we will be in serious, serious trouble."

Williams said he still supports Reagan's tax program, saying, "He's entitled to have a chance. We supported the president (in his 1980 campaign), but he knew, and we knew, that in Washington nobody agrees with you all the time."

Commenting on the president's programs, Williams said, "Things get bottled up. What goes in looks fine, but when it comes out, it doesn't look so good. We'll still go along with him (Reagan). But I told the president if something doesn't happen by the middle of August, he's in trouble, and we're all in trouble."

Williams emphasized the importance of reducing interest rates.

"We've got to get a hold on — what's his name? — Volcker (Paul Volcker, chairman of the Federal Reserve Board)," Williams said. "We've got to get interest rates down to 10 or 12 percent so people can start buying things. I'd hate to be you again and go out to buy a house. I couldn't do it."

Commenting on so-called give-backs — concessions unions have been willing to



**N**ineteen eighty-two has been a year of intense negotiations for the Teamsters, as union bargainers bent their efforts toward obtaining good comprehensive wage and benefit packages for the membership, despite national economic conditions that are among the worst the country has faced for years.

Even as Teamsters were voting their approval of a new National Master Freight Agreement with the trucking industry covering some 300,000 members (a pact ratified overwhelmingly in a mail referendum count March 1), other union bargainers had already begun two other rounds of national negotiations.

Talks on the Teamsters' National Master Automobile Transporters Agreement began on February 23, 1982, chaired by Teamsters General President Roy Williams, aided by his executive assistant, Walter Shea.

The start of bargaining followed weeks of preliminary meetings with Teamsters Union members from around the coun-

*At right, looking over the results of the National Master Freight ballot count are, from left: Bud Orange, TMI; Carl Rolnick, supervisor of the ballot count; Arthur H. Bunte, Jr., TMI; IBT General President Roy Williams, and Walter Shea.*

*At bottom left, UPS negotiators hammer out some final details.*

*At bottom right, the union's new National Automobile Transporters Agreement took time to negotiate, but the results were worth it.*

## In A Heavy Bargaining Year

**Teamster negotiators have done their best to protect members' interests, get them good packages**

try. A screening committee comprised of officers from 103 local unions representing some 22,000 members employed in the car-haul industry had met to formulate the union's demands. The negotiating committee had prepared its bargaining strategies. All was in readiness. Finally, negotiations began in Miami, Fla.

That agreement was slated to expire on May 31, 1982. Determined negotiators pressed hard to resolve the pact ahead of deadline. With round-the-clock bargaining, they achieved their goal.

On March 26, negotiators concluded the talks and approved

a tentative new pact, which was endorsed by the union's two-man committee at a meeting in Chicago on March 30. Teamster members now have that tentative pact in hand, and were expected to vote their approval in a mail referendum in late April.

Elsewhere, on March 15, Teamster bargainers sat down at the table with United Parcel Service to hammer out the second national agreement for the 84,000 UPS employees who are Teamster members. UPS, perhaps one of the hardest companies around in today's poor economic climate, faced some resolute union negotiators when



management came to the table.

Preparations for these negotiations were under way as far back as last November, with members' proposed suggestions due back by mid-January.

Screening committee and negotiating committee meetings took place in February, and by early March, negotiators were ready for their first meeting with management, well ahead of the contract's April 30, 1982 expiration date.

Over the course of many weeks of intense discussions, they, too, worked at an equitable settlement. That contract was being wrapped up and prepared for the membership for consideration at press time. These negotiations were headed by General President Williams also, assisted by his administrative assistant, Joseph Cotter.

While 1982 wasn't a good year in which to be bargaining, tough Teamster negotiators decided late last year that the best stance our union could take in all negotiations this year would be to go to the table early, bargain fairly, realistically but with determination, and bring home pacts that would help our members weather the economic storm. They met their commitments and the strategy worked. All three national contracts contain wage and benefit improvements for Teamsters, while at the same time giving some relief to their employers. Few other unions have done as well.

In fact, our National Master Freight Agreement was such a good working model of what union and employer can do when they meet in a spirit of cooperation and conciliation that President Reagan called IBT General President Roy Williams on February 11 to the White House, where he personally congratulated Williams and the union on the top-notch pact won and sought his advice on other economic questions.

## West Coast Locals Host Seminars

Bad economic times affect everyone, even unions, but those are the times when workers most need someone behind them, so it is especially important then that unions redouble their efforts to better serve the members.

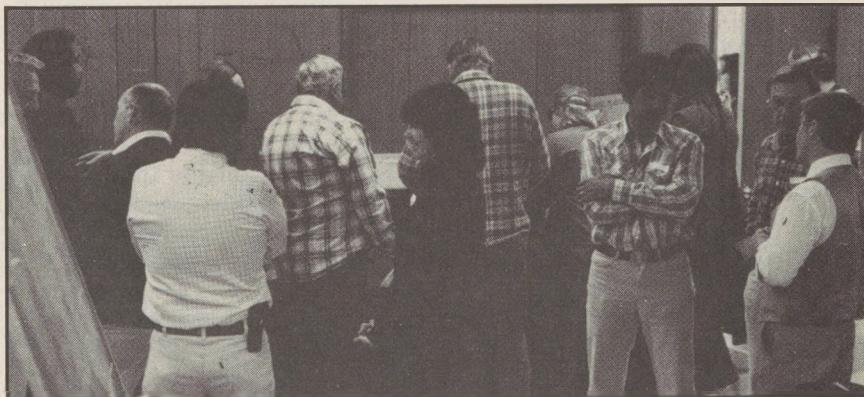
Toward this end, Teamster Locals 186 and 381 hosted steward seminars in recent weeks to alert their members to the challenges facing labor and offer them new techniques on how to better their representation.

Local 186 Secretary-Treasurer Martin Fry presided over a session for his local's stewards in Carpinteria, Calif., while Local 381 Secretary-Treasurer Bert Davenport convened a workshop in Santa Maria, Calif. Art Kane, director of the Teamsters Research and Education Depart-

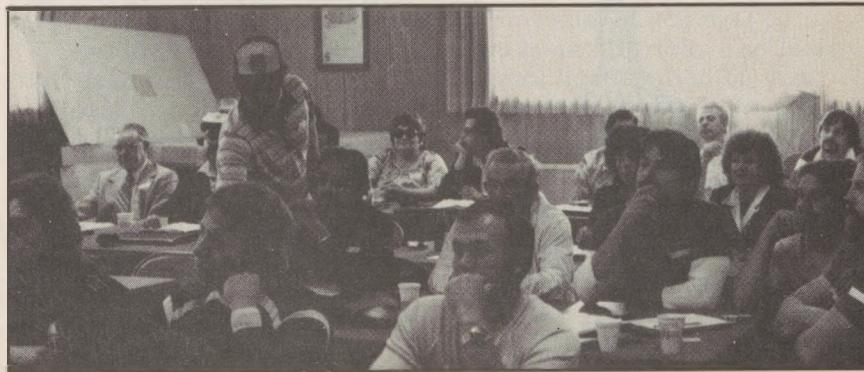
ment, and Sally Payne, coordinator of education services for the International, were the instructors.

Approximately 200 stewards attended the programs, honing their skills in grievance handling and contract enforcement. Individual workshops were convened for freight, UPS and industrial unit stewards. All participants received graduation certificates at the close of the programs.

The education programs, prepared and conducted by the International Research and Education Department, have been well received throughout the country since their inception and have become an ongoing service provided by the International to its locals, joint councils and area conferences.



The seminars offer stewards many things, among them the chance to sharpen arbitration skills and question things about the grievance process they don't understand.



# ICC Attacked by Union

Over at the Interstate Commerce Commission, things haven't changed this Spring, either. Twice the Teamsters have joined in court actions designed to protect owner-operators from the jeopardy in which the agency is placing them.

On February 24, the Teamsters urged the U.S. Supreme Court to forestall dismantling the fuel surcharge as ordered by the ICC.

On March 11, Teamsters joined in court action seeking to overturn an ICC order which would allow shippers to contract directly with owner-operators for transportation services.

On March 30, General President Williams decried cuts being made in fuel expense compensation paid owner-operators under the new ICC program. With the program not slated to be fully effective until April 13, just 10 days after it was implemented the ICC cut back the reimbursement from 14¢ a mile to 13¢ a mile. Again the union's concern was for operators' susceptibility to exploitation under potential rate war conditions. The union has asked the ICC to recognize owner-operator costs in the ratemaking process, but so far the ICC has not acted on the union's petition.

Finally, on April 1, the union again had to speak out as the

ICC announced that it had decided not to implement its authority to require written contracts for the transportation of agricultural commodities.

General President Roy Williams decried the decision, noting the Teamsters' concern that owner-operators have a basic

understanding of what is expected of them. "The Commission's report points up the fact that some shippers and receivers strongly desire to maintain their ability to modify oral agreements and to 'adjust' payments to owner-operators at the time of delivery," which is unfair, he said. Williams concluded by stating this is precisely the sort of disadvantage written contracts of haul would help to eliminate.

## Deregulation Update

No less than three times in the past few weeks, deregulation of the trucking industry has been held out to the American public as a regulatory reform that has worked well. A Federal Trade Commission-sponsored report did so; Vice President Bush did so at a press briefing on regulatory reform in response to a reporter's question, and on the Senate floor, Senator Edward Kennedy did so, in advocating even further deregulation.

All three times, the Teamsters have rebutted the statements made and urged those making them to analyze what is really happening with this industry.

The FTC-sponsored report, issued in March, proclaimed trucking deregulation a success.

IBT General President Roy Williams issued a scathing denial to that analysis in a March 4 press release in which he detailed deregulation's repercussions so far. Instead of a success, he noted deregulation should more appropriately be termed a disastrous failure.

After Vice President Bush discussed deregulation with reporters, Williams wrote him, reminding the Vice President of President Reagan's view during the campaign that the ICC and other regulatory agencies should be expected to carry out their congressional mandates and of the President's stated opposition to hasty deregulation

and the disruption it would cause.

The final straw came with Senator Kennedy's recent bid for further deregulation.



Kennedy was one of the major proponents of trucking industry deregulation before the 1980 legislation was enacted. So, after he advocated further deregulatory tampering, the union strongly took him to task, reminding Kennedy of the layoffs currently afflicting the trucking industry and the adversity it had caused. Williams invited the Senator to sit down with Teamster members and find out for himself just how bad things are in trucking. With 100,000 of our members out of work and dozens of companies closing already, there's a limit to how much more "constructive" dismantling this industry can take.



**T**estifying before the Senate Judiciary Committee subcommittee on criminal law, Teamster Chief Labor Counsel David Previant said passage of a proposed amendment to the Hobbs Act would reintroduce workers to pre-Wagner days of trial by combat.

This legislation, as proposed, would create a double jeopardy situation. Workers could be prosecuted at both state and federal levels for unruly strike activity. This alone would limit the possibility of an effective strike. It also establishes a disproportionate punishment for picket line violence, whereby union members can be punished far more severely than strikebreakers. Under this amendment, union members would be subject to a maximum fine of \$250,000, imprisonment for life or both, while strikebreakers could not be fined more than \$5,000, imprisoned for more than two years, or both.

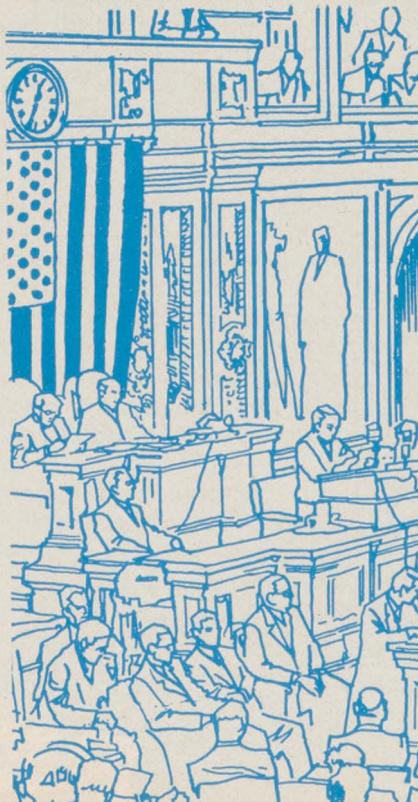
To justify the need for such an amendment, union-busters have classified workers' attempts to gain improved wages and benefits as attempts to obtain property of another by extortion. This is carried even further by supporters of S.613 who point out that since there is no property of the workers at stake, there can be no federal extortion prosecution for threats or acts of management in its attempts to break a strike or discourage union organizing. This is a most dangerous situation for it aligns government and management in a labor dispute, creating a condition where a person may refuse to join a picket line for fear of unfair punishment.

Previant charged that the hearings should be concerned with whether legislation like S.613 is needed at all. He questioned if supporters of the bill had established that, "labor violence is pervasive, state and local law enforcement agencies have not been able to control this alleged violence, existing

## IBT Urges Senate To Reconsider Hobbs Act Changes

federal laws are inadequate and the federal government is better able to deal with violent acts occurring at the local level than are the many local law enforcement agencies, without adversely affecting the ability of the federal government to pursue other high priority responsibilities."

In testimony given by the union-busting supporters of this amendment, it has become in-



creasingly clear that they have not and cannot provide substantial evidence that would warrant federal intervention during a strike action.

This legislation as written attacks three very basic rights: the right to strike, the right to walk a picket line, and the right to collective bargaining. These are a union member's greatest strengths. Federal law now guarantees these rights, but passage of S.613 would create, as Previant said, "an atmosphere similar to that presently occurring in Poland."

In conclusion, Previant noted, "It has become painfully clear that the true motive of the supporters is not to guarantee symmetry in the laws, but rather to bust unions. Every single wrong that would be made a federal crime by S.613 is already a crime under state or local law. By amending the Hobbs Act, it would not close any enforcement gaps left by either the state or local laws.

"This conclusion is amply supported by the absence of evidence establishing that labor violence is pervasive, the existence of effective federal and state criminal laws on the books, the uniform lack of support for the concept of federal intervention by labor or any law enforcement association, and the one-sided nature of the bill," he said. "Given these facts, it is most troubling to find that serious consideration could be given to a bill that will work such a fundamental change in the labor policy of this country."

To let Congress pass a bill that would set the American labor movement back over 50 years is unthinkable. The International has testified on your behalf and now it is time for you to help. Continue to write your Congressman or your Senator and let him know you are opposed to such a law. S.613 still stands before the Senate subcommittee on criminal law. Testimony will continue to be heard. The best testimony can come from you.

# DRIVE / ELECTIONS'

**Your voice is more important  
than ever before...**

It's hard to believe, but another major election year has rolled around, and with it, the chance to vote for candidates for key offices at the local, state and national levels.

Up for reelection in 1982 are 33 Senators, 435 Representatives and 36 Governors. Those are hefty stakes, considering the growing anti-union sentiments prevailing in the country and the current state of the nation's economy.

No one, least of all the Teamsters Union, wants to engage in recriminations or retaliation or retribution. But it is a fact of political life that voters return to Congress legislators sympathetic to their causes and throw their weight against others whose sympathies lie elsewhere. With good reason!

A lot of legislation is being enacted these days that makes workers the scapegoats for all the nation's economic ills. Everyone is so busy distributing blame that nobody is working to resolve the problems effectively. Few have noticed, much less commended, organized labor's concerns for the economy this year, manifested most clearly in their level-headed, conscientious bargaining with management so far in this

heavy negotiating year.

But in other areas, workers cannot be so acquiescent.

In the halls of Congress in the past two years, there has been continual erosion of the working individual's status. A continuing focus on air and motor carrier deregulation, Hobbs and Davis-Bacon amendments in the works, economic policies that make no move to put people back to work or help the construction industry retrench or reduce the interest and inflation rates—these are all symptoms of a more serious illness.

That is, the all-out offensive to get every right enjoyed by members of organized labor. The orchestrators: the same "new righters" and union-busters who under the banner of God and country have been throwing their weight (and money) around for the past few years. Big business is behind them and big business will be the winner when the protections for workers come tumbling down.

But a battle is now fomenting. Its adversaries: those very apostles of the right against the honest working men and women of this country.

No more can we let them decide our futures for us. We have

seen the future they plan and it is bleak and dreary.

Members of Congress are soon going to have to decide whether they want to listen to the siren calls of the rich and powerful or to those Americans who built this country and won't stand to see its basic protections for the poor, the elderly, the hungry, the sick, the unemployed and the homeless undermined.

Two years ago, in 1980, Americans sent a mandate for change to Capitol Hill. Precious little has changed since.

It's now time to reexamine our priorities and see whether America or our members in the Teamsters are any closer to their goals.

Only you can decide. But if your answer is no, then you'd better get busy. Don't be just another member of that silent majority we seem to be evolving into. Speak out; let your legislators know what you think.

And if your congressman or senator or governor is working against your interests and those of your family, let them know. Then work to get rid of them.

The schedule at right contains dates that are vital to

## REGISTER

# 5'82

your political independence. It tells you when the primaries and nominating conventions are in your state and gives you the registration deadlines for both the primary and the general election. It also tells you whether your senator or governor is up for reelection as well as your representatives.

Your right to vote this year is perhaps more important to you than it has ever been in the past. Apathy won't help.

Registering to vote and then going to the polls for the primaries and the general election will.

Illinois already has held its primary, and several other states, among them Texas, Indiana, North Carolina, Nebraska, Oregon, Pennsylvania, Arkansas, Idaho and Kentucky, will convene theirs sometime in May, so it's high time to begin facing the issues at hand. (And to make sure you're registered!)

Remember, Election Day, 1982 is November 2.

That gives us about six months to get our act together, and show our legislators that we are committed to our cause and determined to retain workers' rights. And if they can't or won't deliver, then they don't deserve our support!

# VOTE

## Counting Down to Election Day

### November 2, 1982

#### Dates to Remember This Year

State	Primary Dates <sup>1</sup>	Registration Deadline <sup>4</sup>	State Party Convention <sup>5</sup>	Terms to be Filled
Ala.	Sept. 7/Sept. 28	Aug. 27/Oct. 22		7 Reps., Gov.
Alaska	Aug. 24	July 25/Oct. 3		1 Rep., Gov.
Ariz.	Sept. 7	July 19/Sept. 13		1 Sen., 5 Reps., Gov.
Ark.	May 25/June 8	May 4/Oct. 12		4 Reps., Gov.
Calif.	June 8*	May 10*/Oct. 4		1 Sen., 45 Reps., Gov.
Colo.	Sept. 14	Aug. 13/Oct. 1	R June 26 D June 18-19 <sup>6</sup>	6 Reps., Gov.
Conn.	Sept. 7 <sup>2</sup>	Aug. 24/Oct. 12	R July 23-24 D July 16-17 <sup>7</sup>	1 Sen., 6 Reps., Gov.
Del.	Sept. 11	Aug. 21/Oct. 16	R May 15	1 Sen., 1 Rep.
Fla.	Sept. 7/Oct. 5	Aug. 7/Oct. 2		1 Sen., 19 Reps., Gov.
Ga.	Aug. 10/Aug. 31	July 12/Oct. 4		10 Reps., Gov.
Hawaii	Sept. 18	Aug. 19/Oct. 4		1 Sen., 2 Reps., Gov.
Idaho	May 25	May 14/Oct. 22		2 Reps., Gov.
Ill.	March 16	Feb. 15/Oct. 4		22 Reps., Gov.
Ind.	May 4	April 5/Oct. 4		1 Sen., 10 Reps.
Iowa	June 8	May 29/Oct. 23	8	6 Reps., Gov.
Kan.	Aug. 3	July 13/Oct. 12		5 Reps., Gov.
Ky.	May 25	April 27/Oct. 5		7 Reps.
La.	Sept. 11 <sup>3</sup>	Aug. 12/Oct. 4		8 Reps.
Maine	June 8	June 8/Nov. 2		1 Sen., 2 Reps., Gov.
Md.	Sept. 14	Aug. 16/Oct. 4		1 Sen., 8 Reps., Gov.
Mass.	Sept. 14	Aug. 17/Oct. 5	R March 6 D May 22 <sup>9</sup>	1 Sen., 11 Reps., Gov.
Mich.	Aug. 3	July 6/Oct. 4		1 Sen., 18 Reps., Gov.
Minn.	Sept. 14	Aug. 24/Oct. 12	R June 17-19 D June 4-6	1 Sen., 8 Reps., Gov.
Miss.	June 1/June 22	May 1/Oct. 2		1 Sen., 5 Reps.
Mo.	Aug. 3	July 7/Oct. 6		1 Sen., 9 Reps.
Mont.	June 8	May 10/Oct. 4		1 Sen., 2 Reps.
Neb.	May 11	April 30/Oct. 22		1 Sen., 3 Reps., Gov.
Nev.	Sept. 14	Aug. 14/Oct. 2		1 Sen., 2 Reps., Gov.
N.H.	Sept. 14	Sept. 4/Oct. 23		2 Reps., Gov.
N.J.	June 8	May 10/Oct. 29		1 Sen., 14 Reps.
N.M.	June 1	April 20/Sept. 21	R March 27 D March 20 <sup>6</sup>	1 Sen., 3 Reps., Gov.
N.Y.	Sept. 14*	Aug. 16/Oct. 4	R June 22-24 <sup>10</sup>	1 Sen., 34 Reps., Gov.
N.C.	May 4	Dates not certain		11 Reps.
N.D.	June 8	None	R March 4-6 D April 2-3 <sup>11</sup>	1 Sen., 1 Rep.
Ohio	June 8	May 10/Oct. 4		1 Sen., 21 Reps., Gov.
Okl.	Aug. 24/Sept. 16	Aug. 13/Sept. 10		6 Reps., Gov.
Ore.	May 18	May 18/Nov. 2		5 Reps., Gov.
Pa.	May 18	April 19/Oct. 4		1 Sen., 23 Reps., Gov.
R.I.	Sept. 14	Aug. 14/Oct. 2		1 Sen., 2 Reps., Gov.
S.C.	June 8/June 22	May 8/Oct. 2		6 Reps., Gov.
S.D.	June 1	May 17/Oct. 18		1 Rep., Gov.
Tenn.	Aug. 5	July 6/Oct. 5		1 Sen., 9 Reps., Gov.
Texas	May 1/June 5	April 1/Oct. 3		1 Sen., 27 Reps., Gov.
Utah	Sept. 14	Sept. 9/Oct. 28	R June 25-26 D July 9-10 <sup>12</sup>	1 Sen., 3 Reps.
Vt.	Sept. 14	Aug. 28/Oct. 16		1 Sen., 1 Rep., Gov.
Va.	June 8	May 8/Oct. 2	R June 5-6 D June 4-5	1 Sen., 10 Reps.
Wash.	Sept. 14	Aug. 14/Oct. 2		1 Sen., 8 Reps.
W. Va.	June 1	May 3/Oct. 4		1 Sen., 4 Reps.
Wis.	Sept. 14	Sept. 1/Oct. 20		1 Sen., 9 Reps., Gov.
Wyo.	Sept. 14	Aug. 14/Oct. 2		1 Sen., 1 Rep., Gov.

\* May be changed.

1. Where two dates are listed, first is regular primary, second is runoff primary. Runoffs are required in these states when no candidate wins a majority in the first primary.

2. Connecticut primary filing deadlines are two weeks following the close of a convention at which a candidate received at least 20 percent of the votes. The last day a district convention can be held in 1982 is July 26.

3. Louisiana primary includes all candidates of both parties. Top two vote-getters in each race face each other in the general election, regardless of party. A candidate receiving more than 50 percent of vote in primary is elected without general election.

4. Registration deadline before the slash applies to primary, after the slash to general election.

5. Includes only conventions that nominate or recommend statewide candidates.

6. Candidate must receive 20 percent of convention vote or use petition process to gain place on ballot.

7. Nominees will be selected by convention, but any losing candidate who receives 20 percent of the convention vote may request a primary.

8. If a candidate fails to obtain 35 percent of the primary vote, a special party convention selects nominee.

9. State law permits only non-binding endorsements, but state Democratic Party rules require at least 15 percent of a convention vote in order to enter the primary. The discrepancy has not yet been brought to the courts.

10. Candidate must receive 25 percent of convention vote or use petition process to gain place on ballot.

11. Party conventions endorse candidate.

12. Any candidate receiving more than 70 percent of the vote is the party's nominee.

## Why Not Fly Teamster When You Have a Choice

**A**irlines in a Nose Dive." "U.S. Airlines: A Growing Death-watch." "The Worst Year for U.S. Airlines: Like lemmings throwing themselves off a cliff."—Those were just a few of the headlines used recently by major publications to convey to Americans the seriousness of the problems facing the nation's troubled airline industry today.

And for once, nobody can accuse the media of hyping a story, because the major carriers in this country, as well as many of the regional carriers, ARE in trouble. The question is whether they can survive this crisis period.

Teamsters, of course, have a big stake in the survival of the airline industry. More than 30,000 members affiliated with the International's Airline Division work in virtually every job classification and craft imaginable in the industry.

"It's tough going right now, there's no doubt about that," says Norman Greene, director of the Teamster division. "But our members are dedicated employees. They love this industry and have a tremendous stake in it. They've invested their lives, in many cases, with the companies for which they work. We're going to do everything in our power to help turn things around in this industry. We're asking for the help of every member of this union to do so."

Working for most of the major carriers and many of the regional ones, union members travel to the four corners of the world bearing the Teamster emblem with them. Other Teamster airline employees are responsible for keeping this

incredibly complex air transportation system of ours functioning, whether the plane is taking off for a trip to the West Coast, a flight to South America, or a jaunt to Europe or the Orient. Most of the bulk packages shipped by air eventually pass through Teamster hands at some stage too. And our members make sure they get where they're going efficiently, in good shape and on time.

Take a look the next time you travel through an airport; bet you spot some Teamsters!

The sales agent who helps you plan your trip or the agent who checks everything out at flight time—they could be Teamsters. So could the passenger service employees into whose care you entrust a youngster traveling alone for the first time.

How about the screening personnel who check your carry-on bags through? Is there a Teamster emblem there? The flight attendant who welcomes you aboard and makes your flight pleasant; the pilots, flight crew members and flight engineers who get you there on time; the technicians, radio operators and ramp service employees who guide you on your way; even the sky caps and beltmen who handle your bags at your destination. Any or all of them could be Teamsters!

And don't forget the thousands of unsung heroes of the industry, the dozens and dozens of people you never see but who, nonetheless, make your flight possible. These include the stock clerks . . . dispatchers . . . clerical, office and fleet employees . . . the cargo service people and crew schedulers . . .

fleet service employees . . . building maintenance people . . . the print shop workers who keep those schedules up to date . . . the commissary attendants who make sure your meal's on board . . . instructors . . . nurses and medical service personnel . . . mechanics and dispatchers . . . even the cargo agents. Seems endless, doesn't it. Yet, across the country, we have members under contract in each of these crafts.

They're all part of the experienced team working to serve you and get you to your destination. They're Teamsters. They're brothers and sisters.

And many of them are in trouble.

In the first heady days after airlines were deregulated back in 1978, business boomed, routes were expanded, hundreds of bargain-basement fares appeared—and the profits rolled in.

Today, things have soured. Deregulation's impact has hit home. A severe recession, rising fuel costs, high interest rates, intense foreign competition, and the PATCO situation all combined to bring the industry to its knees. Many carriers today, major ones and regional alike, are in serious trouble, running in the red, with profits falling through the floor.

Flights on many routes have been sharply curtailed; others



have been abandoned.

Employees and executives alike have been asked to take pay cuts and accept other benefit modifications to keep their employer carriers afloat.

Near-constant fare wars have made operating profitably near impossible, the carriers involved are all viewing for the same limited number of passengers, no matter how low their rates go.

An incredible array of jerry-rigged solutions is constantly being proposed to help those in trouble stem their losses. From Braniff Airlines, one of the

hardest hit, came a request to employees in 1981 that they take a 10% pay cut to help the airline out of a slump. Over at Pan Am, which also has been facing enormous losses, a gutsy decision was made to try for new South American markets where the profits might be better. Continental, United, TWA, Western—each was working on a plan to make it through—be it a corporate merger or more rate slashing such as the \$99 one-way New York/San Francisco fare offered by United and TWA.

We knew things were bad



when World Airways, one of the early beneficiaries of deregulation and an instigator of rate reductions, went to the CAB to request its intervention against the "disastrous and completely irrational fare wars." Chairman Edward Daly's plea amounted to a request for re-regulation.

The Teamsters Airline Division estimates that no less than 10 percent of its membership has been affected by the industry's problems.

More than 30,000 Teamsters have a direct stake in the viability of Braniff and other carriers. This industry has been beset by a deregulatory onslaught unheard of before in airline history. If we can help them make it through, then we owe it to them to try.

Among the things Teamsters can do to help remedy this situation is to **SUPPORT TEAMSTER AIRLINES**, those carriers who employ our members. Most of their emblems are pictured here.

If it's a fact that many carriers are in trouble, and it is; then it's up to us to support those carriers who've played fair with us in the past, rather than airlines that will seek to drive everyone else out of the marketplace and then operate non-union in any fashion they please.

The next time you plan a vacation or business trip or holiday trip home to see relatives, support the airlines that hold Teamster contracts.

Yes, Teamsters have a big stake in the industry—and we're committed to keeping it alive!



# **Workers are the Big Losers in the Latest Economic Onslaught**

**F**or many Americans, the latest round of infighting between Congress and the Administration over the nation's 1983 budget matters little; for them, economic pros and cons have already been reduced to their simplest terms.

While legislators argue about their pay raises and the President stands firm in his commitment to defense spending and a tax cut, countless Americans are adding more beans to the soup pot, thinking of ways to get by without a paycheck and wondering how to clothe and house their kids until the recession storms pass.

## **Interest Rates**



**W**e used to worry about the "poor" and those on welfare and the elderly when such crunches came. Added to their ranks today are the "new poor,"—the workers

being pushed below the poverty line by a go-slow economy, and the "working poor"—people who work every day but live on the edge, afraid that a layoff or illness could topple them over.

Union members once didn't worry about such predicaments. Their seniority status and good paychecks, coupled with a growing economy, offered them protection.

But in the last year or two, some 600,000 Teamsters have discovered that when a recession hits, it can hurt us all.

With interest rates up, few can afford new houses or cars. Jobs in construction, on assembly lines, in steel manufacturing and in transportation have dried up. With inflation cutting into profits, businesses can't expand, products aren't bought and more layoffs occur. It's a bitter and continuing cycle.

Judging from the economic indicators announced late in March, the economic bounce-back projected for Spring just isn't coming. According to statistics announced by the Commerce Department March 30, equipment orders and stock prices, building permits and liquid assets—all harbingers of improvement—remain deep in the doldrums.

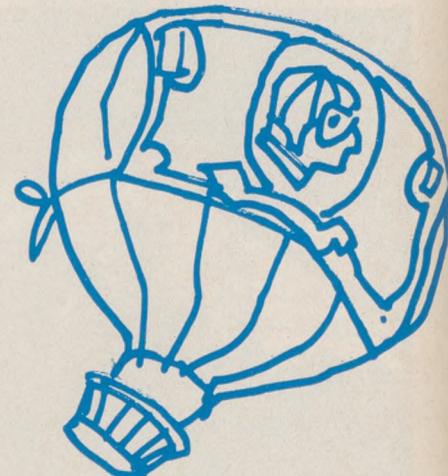
The jobless rate for March, announced April 2, tied for the highest peak in the post World War II period at 9 percent, matched only by the May, 1975 rate. That meant that some 10 million people were walking the streets looking for work.

God only knows how many had given up the hunt in bitter frustration.

**B**lack unemployment jumped from 17.3 percent to 18 percent in March, more than twice the rate for whites.

A record 5.7 million people

## **Inflation**



also were forced by "economic conditions" to work shorter hours than they wanted to.

And we were warned that worse was still to come, although the Administration predicted that economic recovery later in the year should reverse the trend.

An ironic twist to the picture was the fact that the proportion of the unemployed who had been out of work for three months or longer rose in March, too. But under the package of

budget cuts passed by Congress last year, fewer people will become eligible for extended unemployment benefits than would otherwise have qualified. The Congressional Budget Office calculates that 2.7 million unemployed who would have qualified for extended benefits in fiscal 1983 will be denied them because of the change.

As though unemployment wasn't enough to contend with, there's the recession.

Economists have long contended that a strong recovery from the recession seems virtually impossible unless quick action is taken to curb record federal deficits and thus bring down oppressive interest rates.

But on Capitol Hill, Congress and the Administration have locked horns, with the President refusing to back down on his plans for revitalizing the economy, and the Congress, knowing it's an election year and that Americans are growing increasingly uneasy over the massive cuts in social programs just as the U.S. economy hits a historic low, preparing for protracted combat.

The President's proposals were spelled out in his \$758-billion budget for 1983, presented to Congress in February. The plan calls for a dramatic slowdown in growth of federal spending, the most massive peacetime military buildup in U.S. history, continued tax cuts for individuals and businesses, deep cuts in many programs, including the so-called safety net for the poor, and a smaller role for the federal government, with states and local governments doing more.

The budget also would result in a deficit the President projected at \$91.5 billion, and be part of a proposed string of the largest deficits in history.

Espousing the "supply side" theory of economics, he told Congress: "The answer to deficits is economic growth and indefatigable efforts to control spending and borrowing." The

President made clear he will not retreat from his program. "Our incentive-minded tax policy and our security-based defense programs are right and necessary for long-run peace and prosperity and must not be tampered with in a vain attempt to cure deficits in the short run," he said.

**B**y early April, however, the President's priorities were being overshadowed by the recession and high unemployment. Congress

Members of the Republican-controlled Senate Budget Committee agreed with CBO that the budget would result in an actual 1983 deficit closer to \$158 billion than the \$100 billion the President promised. They warned that such a large deficit could spell disaster for the economy.

Americans mandated change two years ago and issued a call for fiscal responsibility. They didn't realize that the supply-sided bias of Reaganomics would threaten to pull the social safety net out from under

## Unemployment



began worrying that the effect of the mammoth deficits could further accelerate interest rates and cause more upheaval to the economy.

The Congressional Budget Office heightened these concerns with a March report that said the Administration's budget had been much too optimistic in its projections about inflation. CBO found that the Administration's plan would produce a deficit of \$121 billion instead of the \$91.5 billion promised, even if Congress agreed to all the spending cuts and tax increases proposed. (The Reagan projections assumed that economic growth would rebound vigorously this summer and that Congress in an election year would make further cutbacks in social programs, both unlikely.)

CBO added that if Congress, as it already has signaled, does not agree to all these proposals, the projected deficit could reach as high as \$157.7 billion next year.

the poor, casting them adrift to wait for the rising tide in the economic sea—or that their jobs would disappear—or that their employers could be forced out of business.

Indeed, so far there has been little evidence that long-term prosperity will come to anyone, as a result of the plans now in place.

Teamsters never asked for a handout in their lives. But when 600,000 of our brothers and sisters are adversely affected in one year by this nosediving economy, the time for a change in direction has come.

President Reagan has some good ideas for turning things around. But running in red ink to accomplish them isn't the answer. Whether it's support for private enterprise zones, housing construction grants or other jobs programs, something must be done to put people back to work, to get inflation under control and interest rates down. NOW!

## **1982 Teamsters' Best Effort**



It was a banner weekend for Easter Seals. This year's 20-hour national telethon culminated by going off the air March 28 with more than \$19.5 million dollars up on the toteboard.

Teamsters were excited, too, in knowing that they had played an important part in helping the Society again surpass its goals.

IBT Vice President George Mock went on the air as the telethon spun to a close to tell Telethon Host and National Easter Seal Chairman Pat Boone that this year Teamsters nationwide would contribute more than \$201,000 to the worthy cause. Mock presented Boone with the International's contribution of \$50,000 toward that goal.

Earlier, in the wee hours of the morning East Coast time, Teamster Joint Council 42 President Mike Riley had appeared.

Riley, on behalf of western Teamsters, made Pat Boone an honorary member and told him about some of the efforts in which Teamsters have been involved this year.

In cities across the country, other Teamsters were doing likewise, helping to raise donations and then appearing on telethon segments to convey our members' compassion, concern and their caring to America, in the form of contributions.

Teamster Joint Council 53, for example, hosted a very successful reception just prior to Easter Seal weekend and donated all those proceeds to the telethon during Teamster Hour in Philadelphia, Pa.

In Washington, D.C., home of IBT national headquarters, Vice President John Cleveland presented more than \$13,800 in contributions during a local segment of the telethon, on behalf of the International Union, Teamster Joint Council 55, IBT Local 730 in Washington, and his own family. A representa-

tive of Teamster Local 639 joined him to make a contribution from those Teamsters. Earlier in the day, representatives of Teamster Local 33 had presented \$4,000 more on behalf of area bakery, laundry and allied sales drivers.

That's the way it went, from coast-to-coast and in Canada, as Teamsters were infected by the excitement and proved they had the heart it takes to "back a fighter," as this year's telethon theme suggested.

Easter Seal donations this year topped 1981's by more than \$2 million dollars. That money will be put to good use especially since, as was noted throughout the telethon, federal budget cutbacks are resulting in fewer government dollars to assist charitable organizations' efforts.

Teamsters are used to helping their brothers and sisters. We're glad we could be there to help Easter Seals when they needed us more than ever.



Here, IBT Vice President George Mock presents telethon host Pat Boone with the union's \$50,000 donation to Easter Seals. In all, Teamsters contributed more than \$200,000 to the charity in 1982.

# Financial Report 1981

**Thomas Havey & Co.**

CERTIFIED PUBLIC ACCOUNTANTS

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105 West Adams Street • Chicago, Illinois 60603 • 312/368-0500

Members of American Institute of Certified Public Accountants

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## INDEPENDENT AUDITORS' REPORT

International Brotherhood of Teamsters, Chauffeurs,  
Warehousemen and Helpers of America  
Washington, D. C.

We have examined the consolidated balance sheet of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1981 and the related consolidated statements of income and expenses for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the consolidated financial position of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1981, and the consolidated results of their operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

*Thomas Havey & Co.*

March 11, 1982

**International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers of America,  
Teamsters' National Headquarters Building Corporation and  
Teamsters International, Inc., Washington, D.C.  
Consolidated Fund Balance Sheet as of December 31, 1981**

GenFund

**Assets**

Cash .....	\$ 12,035,194
Accounts Receivable—(Less \$340,436 Allowance for Doubtful Accounts).....	1,867,716
Inventories—At Lower of Cost or Market .....	751,943
Accrued Income .....	1,269,440
Prepaid Expenses .....	134,580
Investments—Book Value (Market Value \$43,440,943) Note 1 .....	49,645,409
Fixed Assets—(At Cost, Less \$18,959,647 Accumulated Depreciation) .....	23,440,990
Deposits .....	84,652
<b>Total—General Fund.....</b>	<b>\$ 89,229,924</b>

DefFund

**Assets**

Cash .....	\$ 15,490,774
Accrued Income .....	1,997,068
Investments—Book Value (Market Value \$31,850,730) Note 1 .....	43,827,200
<b>Total—Defense Fund.....</b>	<b>\$ 61,315,042</b>

CombFund

<b>Total—Combined Funds.....</b>	<b>\$ 150,544,966</b>
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**Notes to Consolidated Financial Statement**

**1. Summary of Significant Accounting Policies**

Method of Accounting—Assets, liabilities, income and expenses are recognized on the accrual basis of accounting with the exception of per capita and initiation fees which are recognized on the cash basis of accounting.

Investments—Securities and notes and mortgages receivable are recorded at cost and adjusted for amortization of premium and discount.

Depreciation—Fixed assets are recorded at cost and depreciation is computed at rates calculated to prorate the cost over their estimated useful lives by the straight-line method.

**2. Retirement and Pension Plans**

The International provides retirement benefits for employees of the International and the Building Corporation. Current service and interest on unfunded liability are funded annually, based on advice of consulting actuaries, and prior service costs are being funded over a maximum of 12 years. Total pension expense for this plan for the year ended December 31, 1981 was \$2,874,694.

At January 1, 1981, the date of the latest actuarial valuation, the actuarial present values of accumulated vested and non-vested plan benefits were \$33,744,099

**GenFund****Liabilities and Net Worth****Liabilities**

Accounts Payable .....	\$ 2,883,017
Accrued Expenses .....	<u>68,400</u>
Total .....	\$ 2,951,417

**Net Worth**

Balance January 1, 1981 .....	86,569,267
Add:	
Excess of Expenses Over Income for the Year Ended December 31, 1981	( 290,760)      86,278,507
<b>Total—General Fund .....</b>	<b><u>\$ 89,229,924</u></b>

**Def Fund****Net Worth**

Balance January 1, 1981 .....	\$53,464,440
Add:	
Excess of Income Over Benefits for the Year Ended December 31, 1981	7,850,602      \$ 61,315,042
<b>Total—Defense Fund .....</b>	<b><u>\$ 61,315,042</u></b>

**Combined Funds**

<b>Total—Combined Funds .....</b>	<b><u>\$150,544,966</u></b>
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**Notes to Consolidated Financial Statement**

and \$1,916,292, respectively, and the net assets available for benefits were \$36,085,279. The assumed rate of return used in determining the actuarial present value of accumulated plan benefits was 4½% for 1981.

Pursuant to a resolution at the 1961 International Convention, a multiple-employer pension plan was established for officers and employees of the International's affiliates. Contributions to the plan, which amounted to \$18,583,852 for the year December 31, 1981, are computed by actuaries and approved by the General Executive Board of the International, in accordance with the authority delegated to the Board by the Trust Agreement.

At January 1, 1981, the date of the latest actuarial valuation, the actuarial present values of accumulated vested and non-vested plan benefits were \$247,632,820 and \$20,328,532, respectively, and the net assets available for benefits were \$203,095,551. The assumed rate of return used in determining the actuarial present value of accumulated plan benefits was 6% for 1981.

**3. Contingent Liability**

During 1981 the International pledged a certificate of deposit for \$1,147,500 as security for an appeal bond for a local union affiliate in a case pending in a State Court.

**International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers of America,  
Teamsters' National Headquarters Building Corporation and  
Teamsters International, Inc., Washington, D.C.  
Consolidated Statement of Income and Expenses—General Fund  
For The Year Ended December 31, 1981**

Exhibit "B"

**Operating Income**

Fees		
Per Capita—Members .....	\$ 69,343,315	
Initiation .....	709,160	<b>\$70,052,475</b>
Other Income		
Sale of Supplies .....	575,181	
Miscellaneous .....	300	<b>575,481</b>
<b>Total Operating Income</b>		<b>70,627,956</b>

Deduct:

**Operating Expenses**

Defense Fund (See Exhibit "C") .....	8,771,630	
Teamster Affiliates Pension Fund .....	18,583,852	
Organizing Campaign Expense .....	5,666,229	
National Master Freight Agreement .....	57,641	
Financial Aid To Subordinate Organizations .....	5,000	
Retirement and Family Protection Plan .....	2,874,694	
Administrative, Office and General .....	12,212,343	
Magazine—"International Teamster" .....	4,730,776	
Legislative and Political Education .....	527,649	
Communications .....	580,837	
Legal Fees, Expenses and Related Costs .....	2,276,414	
Judgments, Suits and Settlements .....	1,189,995	
Appeals and Hearings .....	4,485	
Divisional and Departmental .....	13,517,419	
National Headquarters Building .....	2,845,628	
Branch Offices .....	322,695	
Supplies for Resale .....	492,657	
Convention Expense .....	2,264,884	<b>76,924,828</b>
<b>Net Deficit from Operations</b>		<b>( 6,296,872)</b>

Add:

Financial Income—Net .....	6,493,585	
Other Income (Expense)—Net .....	( 487,473)	
<b>Excess of Expenses Over Income for the Year Ended December 31, 1981</b>		<b>(\$ 290,760)</b>

Exhibit "C"

**International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers of America,  
Washington, D.C.**

**Statement of Income and Benefits—Defense Fund  
For the Year Ended December 31, 1981**

**Income**

Per Capita—General Fund (See Exhibit "B") .....	\$ 8,771,630	
Financial Income—Net .....	5,819,399	
Loss on Foreign Exchange .....	( 29,352)	<b>\$ 14,561,677</b>

**Benefits**

Out-of-Work Benefits .....	<b>6,711,075</b>
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**Excess of Income Over Benefits for the Year Ended December 31, 1981**

**\$ 7,850,602**

See Notes to Consolidated Financial Statement

# Drivers' Logbooks Again Under Attack

Drivers' logbooks are again under attack. Your help is needed. That was the message sent over TITAN by General President Roy Williams last month, after word was received at IBT headquarters that the Office of Management and Budget (OMB) in the name of "paperwork reduction," had forced the Bureau of Motor Carrier Safety (BMCS) into proposing an end to the driver's log as the mandatory means of enforcing DOT hours of service rules.

In place of the present log requirements, BMCS proposes to allow carriers to choose how they will record the duty status of their drivers. Under the proposal, the existing logbook may be used, or may be replaced by tachograph charts, trip records or other methods including mechanically generated records.

In addition, BMCS proposes to increase from 12 consecutive hours to 15 consecutive hours the time a driver may remain on duty and still qualify for exemption from the logbook rules if he operates within a 100-mile radius.

President Williams called the proposal "another effort to weaken the current hours of service regulations." To imple-

ment such a system of record-keeping "would allow carriers to violate the hours of service regulations with impunity," Williams said.

The TITAN communication detailed several of the flaws in the BMCS proposal, including:

- Drivers' duty status entries could be made by mechanical means;
- Federal law would be made inconsistent with the logbook rules of most states, creating a burden rather than reducing one;
- Drivers would not be assured an accurate copy of the record;
- The single document with which all parties (drivers,

employers, inspectors and courts) are familiar would no longer be required.

Most important, implementation of the proposal would severely reduce the ability of BMCS to enforce hours of service rules.

All Teamsters are encouraged to make their opinions on this vital issue known to BMCS. Comments of this nature are very important, as BMCS must make its decision based upon its own expertise and upon information submitted to the public docket. Write to:

Room 3402  
Bureau of Motor Carrier  
Safety  
Federal Highway Administra-  
tion  
400-7th Street, S.W.  
Washington, D.C. 20590

Comments should refer to:  
"BMCS Docket No. MC-99; Notice 82-2; Notice of Proposed Rulemaking—Drivers' Logs."

## "Safety Briefs"

• The OSHA noise standard was in the news last month, as some 50 witnesses testified at an OSHA public hearing on the hearing conservation amendment. Representing the Teamsters on behalf of General President Roy Williams were Warren Rheume of the IBT Safety and Health Department; Nancy Garcia, Health and Safety Director for Local 2707; and Peter Belin, Industrial Hygienist, Workers' Institute for Safety and Health.

Rheume criticized OSHA for its action in staying key parts of the hearing conservation standard. "It now seems we have leapt back to re-invent the wheel," he said. OSHA stayed portions of the standard requiring employer noise monitoring, employee testing, and notification and training on the hazards of noise. The IBT strongly

called for reimplementation of the entire standard.

• OSHA's rulemaking on Ethylene Dibromide (EDB) is creeping at a snail's pace. In response to an IBT petition, OSHA started rulemaking on the cancer-causing chemical on December 18, 1981, asking all interested parties to submit comments and information. Comments were due March 1, 1982. However, industry groups requested more time to gather data, and the comment period was extended by 30 days.

Now, after another request by those same industry groups, OSHA has granted another extension, this time one of 90 days. The net effect of these extensions is to further delay the implementation of adequate controls on this dangerous chemical.



## Division News

# A Lot's Happening Around Country



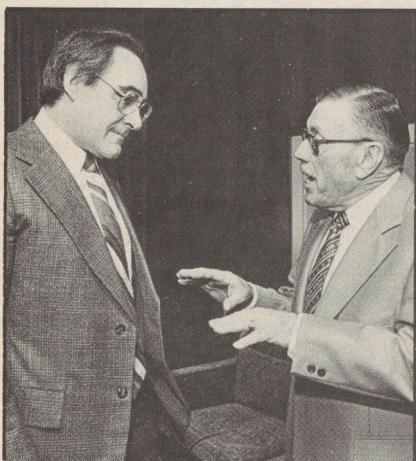
The International Brotherhood of Teamsters has just created a new trade division dedicated to

bringing unionism to millions of unorganized public workers, said IBT President Roy L. Williams March 3, in announcing the formation of the Public Employees Trade Division at IBT headquarters.

Williams named Barry Feinstein, president of Teamster Local 237 in New York City, to head the new group. Both actions were taken with the concurrence of the IBT general executive board.

Williams said it was his hope that the new division would make the Teamsters the largest union active in the "public sector in the United States and Canada."

"The Teamsters Union intends to organize unorganized public workers wherever they are—on the state level and in small towns from Quebec to California and from Alberta to Florida," he added.



General President Roy Williams (right) discusses goals for the new Public Employees Trade Division with its director, Barry Feinstein of N.Y. Teamster Local 237.

The 47-year-old Feinstein was a logical choice to head the new Teamster division dedicated to organizing public workers.

He brings nearly 25 years' experience to the assignment, gained from his activities as president of Teamster Local 237, a large public employees union in New York City, and as chairman of the New York State Public Employee Conference, a 900,000-member group representing every major public employee union in New York State.

Feinstein commented that the creation of the new Teamster division could not have come at a better time. "Public employees are the fastest growing group of workers and for too long they have been treated as second-class."

He said: "Throughout the country, whether at federal, state or local levels, employers of public workers have skinflinted their people in salaries, pensions and working conditions. Without unionization, conditions for public workers are likely to get worse."

Feinstein cited as an example the current plight of thousands of public employees who "now bear the burden of a political and economic climate that has led to cuts in social services—cuts that could result in the loss of their jobs."

Williams declared that public service representation by the Teamsters Union will change the very nature of public worker employment.

"We are going to make it known that there is no better union for public workers than the Teamsters," said the Teamster leader, "and that with the Teamsters, public service will become the great job it was meant to be."

**The Best-Paid Industrial Workers are TEAMSTERS**



**Working for a better Tomorrow!**



The Industrial Trades Division of the International Brotherhood of Teamsters is making itself a pacesetter in the area of organizing.

Despite the hard economic times and other pitfalls confronting union organizers today, this division has begun a campaign to bring all non-union industrial workers into Teamster ranks.

The division has just begun a far-reaching organizing drive across the country and is offering its assistance to Teamster locals already engaged in potentially successful campaigns.

"We are cognizant of the difficulties facing our locals in their organizing endeavors," said Joseph Konowe, director of the Teamster division, "and despite the adverse conditions confronting us, we have the utmost confidence in the ability of the officers of our production locals to overcome the negative trends."

"We realize that the task of organizing these workers is not an easy one," Konowe added, "but we are hopeful that the combined efforts of the IBT, the

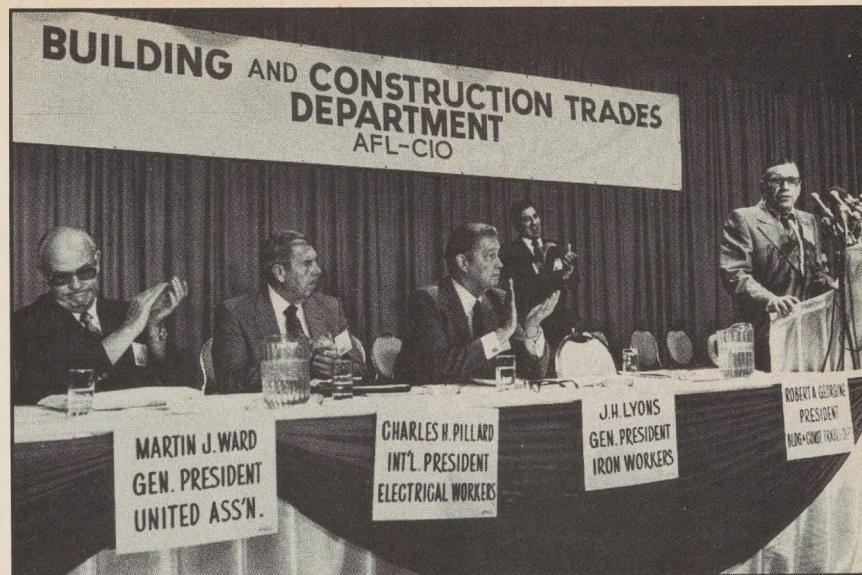
area conference directors, the general executive board, the state conferences, the joint councils and our local unions can successfully meet the challenges."

The Industrial Division recently prepared an excellent organizing brochure for use by its affiliates in the manufacturing and industrial fields in organizing the unorganized in this growing work sector.

More than 750,000 workers in manufacturing and production plants are already members of the Teamsters Union, enjoying excellent benefits, wages and working conditions.

The Industrial Division now is inviting the unorganized to join the ranks of our members employed by many of the nation's leading manufacturers in industries from computers and chemicals to aircraft, food, rubber and brewery, and enjoy the benefits unionism can bring.

If ever there was a time workers needed unions, today is it! And the Teamsters are ready to answer the call for help.



The Teamsters' Building Material and Construction Division works closely with the AFL-CIO's Building and Construction Trades Department to ensure that all workers in the construction industry get a fair shake on and off the job.

Recently, IBT General President Roy Williams traveled

across the city to address delegates to the BCTD, meeting in Washington the week of April 5.

Williams reminded delegates of the need for labor solidarity, especially in today's hostile, anti-union environment.

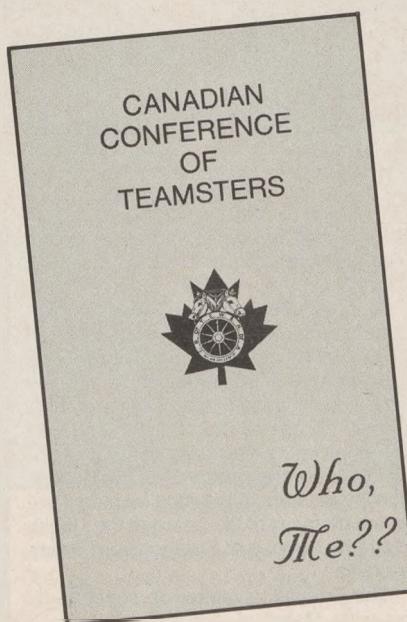
He pledged to the building tradesmen the Teamsters' continued support and assistance on reaching our mutual goals.

## Conference News

**T**he Canadian Conference of Teamsters is serious about its commitment to labor/management alcohol treatment programs and has long had a department at conference headquarters to deal with it nationwide program.

The conference has negotiated such programs as part of many locals' benefit packages in the last few years, the most recently at Consumers Glass in British Columbia.

The conference recently published an excellent pamphlet on alcoholism which it is making available to its Canadian members. The conference is to be commended on its commitment to solving this problem that can be so devastating to workers if allowed to go undetected.



## Upcoming Meetings

■ The Canadian Conference of Teamsters will convene its third Biennial Conference from August 3 to August 6, 1982, in Calgary, Alberta, Canada.

More than 300 delegates, alternates and guests are expected to attend the session, which will be conducted in both French and English for brothers and sisters from across Canada.

■ The Eastern Conference of Teamsters also is planning its quadrennial convention for this year. The 12th Area Conference is scheduled to convene in Myrtle Beach, S.C. from August 29 to September 3, 1982. More than 500 delegates, alternates and guests from the eastern states are expected to attend.

## Active IBT Locals



VALLEY STREAM, NEW YORK

### Teamster Is Leukemia Assn. Man of Year

*A. Eugene McDonough, president of Teamster Local 854 of Valley Stream, New York, has just been named the 1982 Man of the Year by the board of trustees of the National Leukemia Association.*

*The board chose McDonough for his "untiring and unselfish efforts in furthering nationwide scholarly leukemia research programs and patient aid services throughout the country" and because of his commitment to finding the causes and a cure for this dread disease.*

*The Teamster leader, presently a second vice president of the National Leukemia Association, Inc., was honored for his charitable contributions at a dinner-dance late in April.*

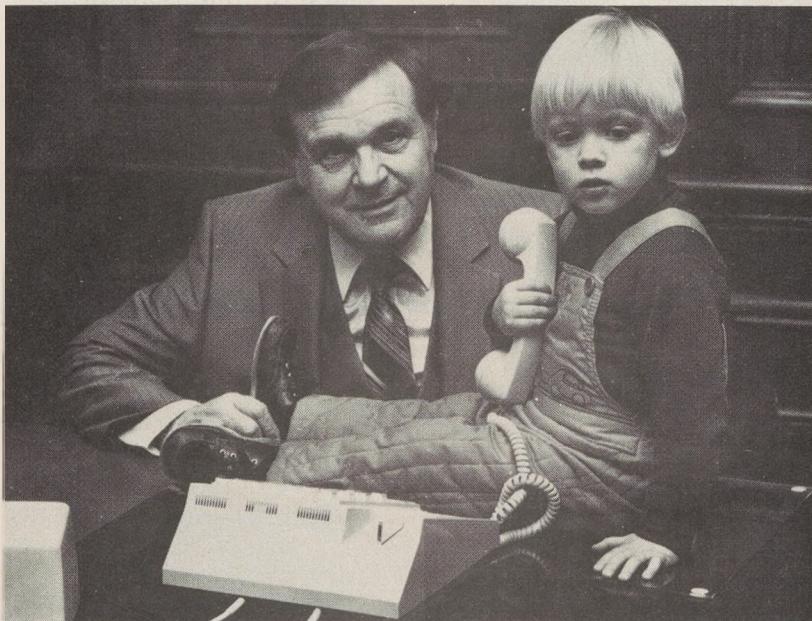
ELMSFORD, NEW YORK

### Fielding the Calls For a Good Cause

*On call recently were fifty members of Teamster Local 456 gathered at Bache & Co., in White Plains, N.Y., for a phone-a-thon to fellow union members on behalf of the Hudson Valley chapter of the Cystic Fibrosis Foundation.*

*The chapter reports that more than 500 calls drew in more than \$8,000 in pledges.*

*Here, Arthur Revellese, secretary-treasurer of Teamster Local 456 and a member of the board of directors of the Hudson Valley chapter, is shown with Jeremy Samis, a young CF victim.*



PHILADELPHIA, PENNSYLVANIA

### Teamster Veteran Dies in Pennsylvania

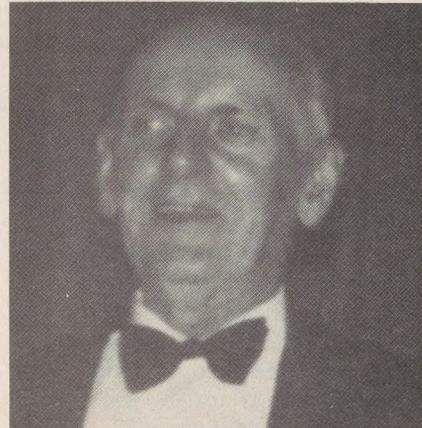
Frank J. Keane, president of Teamster Local 169 and a leading figure in the Philadelphia labor movement for nearly 50 years, died February 23, of complications resulting from surgery to correct a hip injury incurred in a fall earlier that month. He was 71.

As president of Local 169, Keane had worked long and hard to ensure that warehouse workers servicing different grocery store chains in the area received similar wages. He had been president of the 6,000-member local union since 1966.

Prior to that he had served as executive vice president of the local for some 26 years.

At the time of his death, Keane served as a member of the executive committee of the International Union's warehouse division and as chairman of the political action committees of both Teamster Joint Council 53 and Local 169. He also was president of the Philadelphia Food Council, an umbrella group of unions representing workers in the food industry, and was a member of the board of the Health Systems Agency of Southeastern Pennsylvania.

The Teamster veteran is survived by his wife, Margaret, five children and 10 grandchildren.



## NEWINGTON, CONNECTICUT

### A Real Victory for The Union Contract

Employees of the Connecticut Celery Company, through the successful efforts of their bargaining representative, Teamster Local 559, recently obtained a favorable arbitration decision against their employer, who violated the collective bargaining agreement by improperly withholding wages and benefits.

The settlement resulted in more than \$23,000 in backpay and benefits to seven Teamster employees of the company, including Alfred Nunez, Juan Nunez, Victor Nunez, John Ricci, Jim Price, Fred Badecker and Isidor Rosado.

The precedent-setting case and the conclusion reached by Judge Robert Krechevsky represents an important development regarding the rights of unions in the event of bankruptcy, Local 559 officers point out. In the past, the courts normally had set aside union contracts when a company filed bankruptcy even though the company remained operating.

Judge Krechevsky's July 9, 1980 decision on the case said in part:

"Given the assets available to Celery under its continued Chapter XI plan, it would be inequitable to shift so much of the burden of reorganization to the union employees. Permission to reject the executory bargaining agreement between

the Connecticut Celery Company and the International Brotherhood of Teamsters Local 559, is, therefore, denied."

Robert Dubian, secretary-treasurer of the Teamster local, points out that the case and its verdict have already been successfully used as a precedent by the local's attorney, Norman Zolot, in another bankruptcy case on behalf of Local 559 members.

Local 559 already has been to court with D. A. Rosow, another company which attempted to reduce the wages of Local 559 members by filing bankruptcy. Once

again, Attorney Zolot prevented the company from rejecting a union contract and this time was able to rely on the Connecticut Celery judgment in obtaining a favorable decision.

*Here, presenting Connecticut Celery employee Isidor Rosado (center) with his share of the arbitration award, a backpay check for \$3,958.07, are Robert Dubian (left), secretary-treasurer of Local 559, and Rusty Compagnon (right), a business agent for the Newington, Conn., local.*



Here, this year's Old Timers Softball Association award recipients display their plaques. From left to right are: John P. Greeley, president of Teamster Local 676, the 1981 Humanitarian Award recipient; Kathy McGahey, the

group's 1981 Sportsmanship Award Winner, honored for her outstanding athletic accomplishments; and Joseph Brennan, president of the group, who received an Appreciation Award for his 14 years of service to the organization.

## COLLINGSWOOD, NEW JERSEY

### Teamster Is Honored By Sports Group

Teamster Local 676 President John P. Greeley was honored recently by the Camden County Old Timers Softball Association, which presented him with its 1981 Humanitarian Award for his efforts on behalf of union, civic, sports and charitable causes and compassion for his fellow man.

The group, formed 14 years ago by a group of all time great softball players, attempts to encourage youths to participate in sports, especially slow pitch softball, and to raise funds for various charitable endeavors.

Greeley, among three people honored by the group at its annual installation and awards dinner, was lauded especially for his role as a champion of senior citizens and for his efforts on behalf of other charitable interests, among them the Boy Scouts, Y.M.C.A., Cancer Foundation and Martin Luther King Foundation of the United Way.

Greeley also is an ardent softball enthusiast, having played and pitched softball for some 25 years. The Local 676 president has been a Teamster for more than 38 years, the past 22 of them as president of his local union.

# Active IBT Locals

## HAGERSTOWN, MARYLAND

### Now You Can Readily Find Local 992

When Teamster Local 992 headquarters in Hagerstown, Md., relocated recently, Brother William Ripple, an employee of Victor Cushwa & Sons, Inc. of Williamsport, Md., decided the local needed something to call attention to its new locale. Brother Ripple handcarved an embossed IBT emblem, which now is displayed outside the Teamster local's new offices. Here, Ripple (right) shows his handiwork to Raymond W. Trumpower, secretary-treasurer of the local. Local 992 officers joined in thanking Brother Ripple and his employer for donating the time to make this beautiful replica for the local.



## NORTH BRUNSWICK, NEW JERSEY

### Two Million Milers At Local 701

Congratulations are in order for three East Coast Transportation Corp. drivers, all members of Teamster Local 701, who recently were admitted to lifetime membership in the National Safety Council's Two Million Mile Club.

Seated, left to right, are the honored drivers from the company's Keasbey, N.J. terminal, including: Harold Gries, Alfred T. Brown and Henry Sienkiewicz. Standing, left to right, are: J. D. Doty, operations manager, Union Carbide Corp., Linde Division, Keasbey, N.J. and customer representative; B. Curran, president, East Coast; Herbert Marshall, Gen. Supt. of Dist., UCC, Linde Division, and John A. Magrino, driver supervisor, East Coast.

## CHARLESTON, WEST VIRGINIA

### Rite Aid Employees Go Teamster

One hundred and fifty Rite Aid Corporation workers employed at the Poca Distribution Center in Poca, West Virginia, recently were inducted as members of Teamster Local 175 of Charleston, after a successful organizing campaign resulted in their first Teamster contract.

Organizing efforts began in February, 1979, under the direction of Local 175 Vice President Daniel W. Forwood and Business Representative Franklin Baxter.

On March 27, 1980, workers hit the bricks to let their employer know they were serious about wanting a union. An 11-month strike ended in February, 1981 when employees were recalled to work. Six long months later, on August 18, 1981, the Teamsters were successful in



signing the first contract between the company and the local.

It was a long battle, but Local 175 members are really glad that Rite Aid workers are now their brothers and sisters.

The union can only hope that Rite Aid will see the error of its anti-union ways in Utica, N.Y., where Local 182's struggle for a contract with this company still goes on.

## NEW HAVEN, CONNECTICUT

### Teamsters Mandate Unique Scholarship

Members of Teamster Local 443 recently enthusiastically endorsed a proposal to establish a John Pisano Scholarship for high school students whose parents are members of Local 443 or who themselves are working at a union establishment. The scholarship is named in memory of John Pisano, former secretary-treasurer of the Teamster local.

In announcing the \$4,000 scholarship, Local 443 Secretary-Treasurer Vincent S. Pisano pointed out the unique nature of the scholarship. There will be "no strings attached for eligibility as to grades or financial need," Pisano said, "because John always believed that everyone who really wanted to go to school should be encouraged to do so."

"You cannot tell who will turn out to be the future leaders of our country. Certainly good grades help, but they do not guarantee success. We should give these

forgotten children a boost," he added, paraphrasing an idea often cited by his father, whom he was elected to succeed after his death last year.

The Pisano scholarship will be awarded via a drawing held at a regular union meeting, Vincent Pisano said. The winner will receive a \$4,000 scholarship payable in \$1,000 annual installments. A special one-time award will be made for students currently attending college, with the same eligibility rules applied. The scholarship, however, then would be payable only for the remaining years of school.

## HILLSIDE, NEW JERSEY

### Victory Is Sweet For Warehousewoman

When warehouse worker Cathy Casale (center) was unfairly discharged by Bambergers in Bloomfield, N.J., Teamster Local 177 swung into action for her. Here Local 177 Business Representative Tom Sileo (left) and Trustee Daniel Raimondo (right) present Cathy with a \$1040.00 backpay award won for her in arbitration. Ruling in the union's favor, an arbitrator also ordered her returned to her job with full seniority and with all lost benefits restored. Nice going, Teamsters!

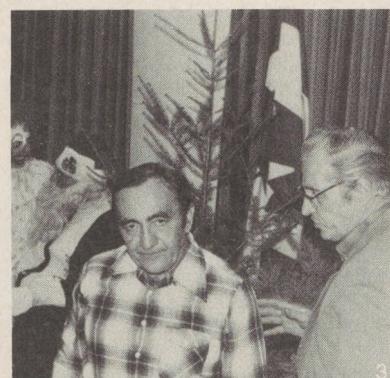


## ONTARIO, CANADA

### Santa Wows Canadian Teamster Tots

When Teamster Chemical, Energy and Allied Workers Local 154 gave its annual children's Christmas party last year, it really outdid itself with an entertainment extravaganza, including a puppeteer and magician, lots of goodies and, of course, a visit from Santa, for which all the youngsters were prepared with lists in hand. The festive holiday event was organized by Local 154 member Al Scordino and his recreation committee.

1. Here, presenting their own requests



to Santa (retiree Sam Manjos) are some Local 154 members including, standing, left to right: Retiree Frank Molnar, Committee Member Milan Yager, Recreation Committee Chairman Al Scordino and Local 154 Financial Secretary Dave Taylor. Seated on Santa's knee is Doris Keen. Assisting Santa is Local 154 president Joseph Bruzzese (kneeling).

2. Since Christmas really is for kids, here are some Local 154 youngsters enjoying the entertainment provided by Puff, the Clown.

Teamster Local 1985 of Willowdale, Ontario, Canada, also held a holiday party for members and youngsters last year. At their party, featured events included movies, a magic act and a puppet show. Background music was provided by a disc jockey.

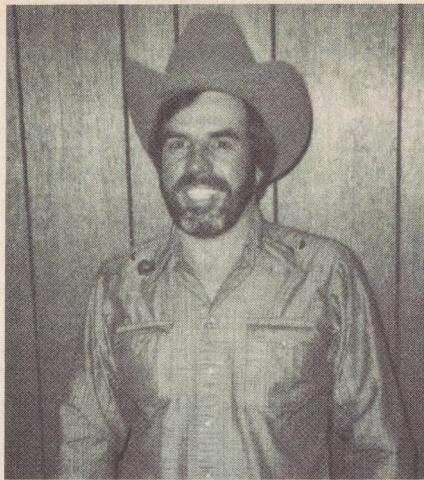
To catch the holiday spirit, one only had to watch and listen to the children running, playing, laughing and shouting, said one Teamster of the happy day.

To top it all off, Santa Claus also was on hand to listen to the children's requests and give them gifts.

The driving force behind the party, we are told, was Local 1985 President Karl Kranzel, assisted by a host of willing volunteers.

Here, at Local 1985's Christmas party, President Karl Kranzel and Secretary Treasurer Thomas A. Boone compare notes, as Santa takes a special request.

## Active IBT Locals



### JANESVILLE, WISCONSIN

#### Teamster Is Active In State Rodeo Group

Lawrence "Oz" Hamilton, a member of Teamster Local 579 of Janesville, Wis., and driver for Janesville Auto Transport Co. for more than 20 years, was recently reelected to a second term as president of the Wisconsin High School Rodeo Association.

The Rodeo Assn. is a group created to promote good sportsmanship, horsemanship and character in the youth of the State of Wisconsin. Brother Hamilton has been an active member of the group for some 16 years, serving on the Adult Board of Directors for six of those years.

### SAGINAW, MICHIGAN

#### Teamster Provides Eyes To Help the Blind

If a man's best friend is his dog, how much more must that pet mean to a blind individual who often depends on the dog and its eyes for guidance, mobility and the chance to earn a living, as well as for companionship.

Giving the blind the chance to earn such independence is Teamster Local 486 member Jim Kolka, a Cadillac Overall Supply steward, who with his daughter Mrs. Nancy Hatfield, raises leader dogs for the blind. When Jim joined the local Lions Club a couple of years ago, he heard about the Lions' Puppy Program for raising leader dogs. Jim, remembering Nancy's longtime love of dogs, became interested in the program. Through the Leader Dog School in Rochester, Minn., he obtained a puppy which Nancy and her husband, Jim, raised and trained at their own expense. That first puppy has since graduated from leader dog school and now lives in Denmark with his new blind master.

Thus began a program of service to which both Jim and his daughter have become totally committed. In January, 1980, Jim's Grayling Lions Club started its own 4H Puppy Program with Jim in charge and Nancy as the 4H leader. Jim makes the contacts for the puppies, and when someone wants to donate a dog to the school, checks it for obedience and walking in traffic. He also accompanies the 4H group when they take their full-grown dogs to school in Rochester.

Raising leader dogs isn't as easy as it sounds. Dogs of leader quality are usually larger breeds such as labrador retrievers or german shephards. At the age of eight weeks, the puppies are placed in homes where they'll be raised for approximately a year. "During the course of the year, the pups are housebroken, taught to lead out on a leash, to stop at all corners and learn good manners," Jim says. "Nancy teaches her 4H youngsters raising the



dogs to groom the puppies correctly and to make the dogs obey properly."

The children expose the dogs to a broad range of activities. They walk their dogs in local parades, take them to downtown stores, venture on public busses, go into restaurants with permission and even journey to school and church during the year. The dogs, by facing such situations, are ready to learn by the time they get to leader school. After all, a leader dog will have to do all these things with a blind master every day.

Food and medical expenses for the puppies are paid by the Lions Club, in conjunction with two local veterinarians. The youngsters, however, are responsible for raising their own travel expenses to take the puppies to Rochester to enter training school, Jim says. They hold bake sales and participate in community events to raise funds for this big day. "The kids approach the trip with mixed emotions," he notes. "They dread losing beloved

friends, but realize that when the dogs graduate from leader dog school, they will become some blind person's eyes."

To date, five dogs have graduated from Jim's Grayling program; five more currently are in basic training.

Teamsters' hats are off to Jim Kolka, his daughter and their 4H youngsters. They all should be congratulated for this true humanitarian service they're performing.

Above are the latest graduates of the Puppy Program. From left are: Teamster Cadillac Overall Supply steward Jim Kolka, director of the guide dog program, and his dog, Samantha; Chris Breitfield and his dog, Brandy; Ginger McEvers and her dog, Cola; Jeff Cowie and his dog, Rosco; Carey Swift and her dog, Luke, and Mrs. Nancy Hatfield, 4H leader and Jim's daughter.

CHICAGO, ILLINOIS

## All-American Teamsters Ask Freedom for Poles

*Solidarity of labor crosses ethnic, racial and national boundaries, as these All-American members of Teamster Local 743 demonstrated recently. Here, wearing Solidarnoc (Solidarity) buttons in support of the Polish labor movement which was crushed by martial law instituted by the Communist Party are, from left: Betty Richardson, a steward, American; Miri Byun, Korean; Arjum Khan, Indian; Maanasi Lullapudi, Indian; Karin Ratsis, German; Carmen Kowalski, Mexican (husband is Polish); Loretta Kovack, Irish; Charlotte Montilla, Italian, and Jorge Caliso, Philipino. Now, that's Solidarity!*



LEXINGTON, KENTUCKY

## It Pays To Have The Union Behind You!

Teamster Local 651 member and Pepsi Cola employee William T. Davidson is all smiles over the recent arbitration victory achieved for him by his local union. Davidson (center) is being presented here with a \$7,500 backpay award by Ken Silvers, president of the Teamster local, and Gerald Derr, assistant business agent. The Teamster also was ordered reinstated to his job by Arbitrator Jacob Seidenbert, Esq., who after hearing the union's case, said in his award that "he had serious doubts about the proof of the grievant's guilt and as long as we find the proof of guilt inconclusive, we have no recourse but to conclude that the employer did not have just cause to discharge the grievant." Guess you can chalk up another one for effective union representation!

CHICAGO, ILLINOIS

## \$41,567.13 Award; Pays To Be A Teamster!

When Standard Oil Company of Indiana sold its Apex Motor Fuel Terminal in Chicago, two veteran employees were informed that they would receive pension rights and accumulated vacation. Their union—Teamster Local 781 of Chicago—said the two also were entitled to severance pay. After lengthy meetings, Local 781 succeeded in winning a total of \$41,567.13 for the grateful members. Here, presenting the men with their checks are, from left: Joseph L. Bernstein, secretary-treasurer, Local 781; Robert Hogan, 38-year employee, who received \$24,562.17 in severance pay; Benny Nedza, 21-year veteran with a check for \$17,004.96, and Kenneth Cook, vice president and business representative, Local 781.



# Active IBT Locals

INDIANAPOLIS, INDIANA

## Local 135 Wins Historic Discharge Settlement

Teamster Local 135 has just won its largest settlement ever in a discharge case, even though the local had to go all the way to the U.S. Supreme Court to achieve the victory.

The high court recently upheld the local's position in a precedent-setting case that pitted Local 135 against the Jefferson Trucking Company of Shoals, Indiana.

Teamster member Paul Neddelton, the grievant, was discharged by the company for a major chargeable accident on October 19, 1977. His business representative processed Neddelton's case through

the grievance procedure of his contract, winning a decision that the claims of the union should be upheld and Brother Neddelton should be reinstated with full seniority and backpay for all time lost.

The company, however, refused to honor the decision. Local 135 President Loran W. Robbins and the local's legal staff pressed their case, eventually seeing it move from local levels to state court and, finally, to the U.S. Supreme Court. After a four-year court battle, the union was vindicated in its support of Neddelton with victory.

Brother Neddelton has just received

\$95,432.48, to compensate him for all lost back wages, health and welfare and pension payments.

Neddelton was effusive in thanking Robbins, the local's executive board and Business Representative William Martin for their support and a job well done. "Brother Neddelton has decided to retire from the trucking industry," Robbins said recently, but "we wish him the best of luck and many years of retirement life."

Here, Paul Neddelton is shown (left) with Local 135 President Loran W. Robbins, receiving his check.



OKLAHOMA CITY, OKLAHOMA

## Oklahoma Teamsters Join Million Mile Club

Five longtime members of Teamster Local 886 employed by ITT Continental Baking joined the ranks of the prestigious Million Mile Club during the company's Zero Accident Week, Local 886 President Charlie Thompson proudly announced recently.

Shown here are the new million milers including, in the front row from left: Teamsters T. D. Ward, Howard Willis, Sam Speller and Teddy Don Stephens. Standing are Bakery Manager Jerry Poston, new club member and Local 886'er Ray Venable, and company Transportation Superintendent Charlie Davis. Good going, Teamsters!

## REMINDER ON YOUR WITHDRAWAL CARD

**Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws.**

## CHATTANOOGA, TENNESSEE

### Local 515 Case Shows Need for Hobbs As Is

In all the Hobbs amendment debate going on in Congress lately, we've heard a lot about alleged worker misconduct on the picket line. Meanwhile, right to work groups have wrapped themselves in a blanket of sanctimoniousness and maintained they're unaware of any instances of employer misconduct, something most unionists know is a frequent employer accompaniment to organizing and bargaining efforts.

Recently Teamster Local 515 of Chattanooga, Tenn., resolved an eight-week strike against Mitchell Industrial Tire Service, Inc., in which they had to overcome just such problems.

The problem began in early October, 1981 when, after reaching a bargaining impasse in negotiations, members of Mitchell's 80 member Teamster unit voted to strike. Employees hit the streets in the second week of October.

Within the first two days of the strike, three striking employees involved in ambulatory picketing were literally kidnapped by company officials and non-striking employees, according to testimony they gave in court. In two separate incidents, strikers were threatened with their lives at gunpoint after being forced to secluded areas.

Local 515 Secretary-Treasurer Bobby Logan didn't take these serious violations of his members' rights lightly. With the local's attorneys—Gerber, Gerber and Agee of Memphis—the local obtained a state court injunction prohibiting violence

by the employer. The company countered with an injunction against the union citing minor picketing misconduct.

The strike proceeded in a peaceful and orderly fashion, until the company decided to cite two striking employees for contempt of court, alleging that they had been using abusive language and that one had thrown a rock at a vehicle.

The local countered with a contempt petition alleging violations on the part of a number of company officials and non-striking employees.

When a hearing was held on both petitions jointly, Chancellor Wilkes Thrasher, Jr., took a nearly unprecedented action, by ordering six men, four supervisory and non-union people and two strikers, to jail after hearing union and company witnesses accuse each other of shouting obscenities, trading threats and engaging in harassing tactics.

In ordering the jail term, Thrasher told both sides that he had meant what he said in an earlier court hearing when he enjoined both sides from acts or threats of violence.

The striking employees, he noted, have a lawful right to picket, and non-striking employees have the right to work. The facts presented to the hearing officer had clearly shown that while the strikers had been guilty of using threatening language, there had been substantial provocation for their acts from supervisors and non-striking employees.

In one instance, for example, a supervisor had been observed shouting at striking females that they were "union sluts."

(Local 515 attorneys noted later that these things are the specific type of

employer misconduct that makes proposed amendments to the Hobbs Act on strikes so dangerous. In this instance both parties were penalized. Under the proposed amendments, not only would workers be punished for any misconduct more severely than their employers, but they would also be subject to federal penalties for their acts. Employers and supervisors could bait, harass, threaten and taunt at will.)

As time passed without fruitful negotiations, the Teamster local brought other pressures to bear. Members began picketing the law offices of Leonard Tanner, chief executive officer of Mitchell Tire. Maintaining that he was not involved in the negotiations directly, Tanner filed a charge with the National Labor Relations Board alleging secondary boycott activity, but again, Local 515 was successful in its appeals, and the case was dismissed.

The local also filed its own charges in Federal District Court in Chattanooga, charging company agents with committing civil rights violations against striking employees.

Through the concerted efforts, Local 515 was finally successful in obtaining a favorable agreement. It took an eight-week strike, but Local 515 members finally gained the fair pact they sought, voted to accept it, and are now back at work.

Members and the local's attorneys alike praised Local 515 Secretary-Treasurer Bobby Logan for his efforts on behalf of the Mitchell employees. Workers have rights, too, and their unions are there to make sure they get a fair shake. In this case, thanks to Local 515's efforts, they did.



Participating in the distribution of the foodstuffs here are, from left: Robert Adams, Local 849 president; Donna Umpstead, food drive co-organizer; Adella Disk, Butte County Senior Citi-

zen representative; Bill Brescheen, representative of Sutter County seniors; John Murphy, Yuba County seniors representative; and Earl Baker, co-organizer of the drive.

## OROVILLE, CALIFORNIA

### Teamsters Lend A Helping Hand

Senior citizens from three northern California counties—Butte, Yuba and Sutter—recently picked up some 400 cases of canned goods donated to them by members of Teamsters Cannery Workers Local 849 in Oroville and the companies they work for. The provisions came from the local's annual food drive, which helps sustain senior citizens' nutrition programs in this part of the state.

Teamster employers helping this good cause this year included Pacific Coast Producers and Olive Products, Oroville; Del Monte, Harters, Sun-Diamond, and Del Monte Dried Fruit, all of Yuba City; Libbys, Gridley; Tenneco West employees of Chico and employees of Sunsweet Dryers and PCP Box Lot of Yuba City.

# Active IBT Locals



VALLEJO, CALIFORNIA

## Auto Transporter Wins Job Back

Teamster Local 490 member Bob Murray (left) was recently reinstated to his job in the auto transport industry after an unjust discharge, thanks to the successful efforts of his local union. Brother Murray's case was argued by Local 490 Business Representative Ward Allen, shown here congratulating Murray on his victory.



In the photo above, U.S. Congressman Robert Matsui (right) addresses Local 857 members as Secretary-Treasurer Alex Luscutoff listens.

Below, Luscutoff (right) presents Local 857 member Stephen Gomes with a backpay check resulting from a grievance successfully pursued by the local on his behalf.

SACRAMENTO, CALIFORNIA

## Looking Out For Cannery Workers

Teamsters Local 857 has been busy in recent months, protecting the interests of its cannery worker members.

Recently, the local's officers invited U.S. Congressman Robert Matsui to address members on national and local economic questions. The cannery union's leadership maintains close ties with area congressmen and regularly invites legislators to round robin question-and-answer sessions with the membership. Local 857 Secretary-Treasurer Luscutoff serves on Congressman Matsui's finance committee, so he knew of the local's concerns and was happy to address members.

Luscutoff and the local also went to bat recently for a veteran Local 857 cannery worker who was discriminated against on the job at Del Monte Corp. plant #11. Brother Stephen Gomes, a Bracket IAA leaderman mechanic for 14 years, was awarded six months backpay after his successful grievance. An arbitrator ruled that the company had violated the union contract by allowing a less senior employee to replace Gomes after his vacation.

SACRAMENTO, CALIFORNIA

## Local 165's Involved in Aggressive Organizing

Teamster Local 165 of Sacramento, California, recently embarked on a new series of successful organizing campaigns, reports Secretary-Treasurer Paul Bechley.

Some of the recent victories include the clerical and technical employees of the City of Anderson who voted by a 14-1 margin to be represented by the union. The local has represented the City "Blue

Collar" employees since 1974.

Merced City Transit Drivers selected the local as their bargaining representative and disaffiliated themselves from an independent city employees association. The local currently represents the public works, refuse and maintenance workers employed by the city.

An overwhelming majority of employees at Utility Trailer in Sacramento have decertified the Machinists Union and selected Local 165 to be their bargaining representative.

Teachers employed by the Modoc County Superintendent of Schools have

unanimously voted for Local 165 in a recent election. The California Teachers Association (NEA) was also on the ballot, but failed to receive a single vote.

Intensive organizing campaigns are under way with elections scheduled for employees of Foothill Ambulance, Santa Clara Unified School District and a long awaited re-run at Roseville Hospital.

The local also is actively engaged in an organizing campaign of the office and claims processors employed by Blue Shield.

Looks like Local 165 is on the move. Good going, Teamsters!

VALLEJO, CALIFORNIA

## Local 490 Hits The Political Trail

Hitting the campaign trail to gather signatures for Los Angeles Mayor Tom Bradley's run for the governor's job in California recently were a number of Local 490 members and officers. Here Local 490 Secretary-Treasurer Tom Williams (left) waits to interest a voter in signing the petition, while Business Representative Lloyd Adcock and Local 490 member Glen Keck talk to passersby. Bradley has pledged Labor his support should he win the office.



SAN FRANCISCO, CALIFORNIA

## Local 921'er Is A Hero in Real Life

In an era when we hear so much about callousness and indifference, it's nice to hear once in a while about someone who was willing to get involved, to make a difference—in this case a member of Teamster Local 921 in San Francisco, Calif.

Brother Tim Torres, a driver for the San Francisco Chronicle, became a real life hero recently during a "killer storm" that struck Northern California early in 1982. A modest and almost unsung hero.

It happened in the early morning darkness near Bodega Bay while Tim was inching along the flooded Bodega Highway, his cab already filled with water to his knees. On the right side of the road, he spotted a VW bus, the back door open and a woman leaning out, waving a flashlight back and forth.

The woman was Mrs. Jacqueline Hedges. With her in the van was her husband, Michael, who is crippled from the waist down.

Michael Hedges later described what happened vividly in a letter to the Chronicle expressing thanks to Tim for "an act of generosity we will never forget."

Hedges wrote:

"On Monday morning, January 4, my wife Jacqueline and I drove accidentally into the path of a creek turned river in the worst storm of the century. The raging waters lifted our VW bus up and into a ditch covered by five feet of water. We were instantly sitting in water chest high and were very alone at 5:30 a.m. in an isolated area of the Bodega Highway. We might have been washed away or

might have simply died from hours of exposure to the cold waters.

"We are alive and well, thanks to Tim Torres, one of your early morning drivers. At the time, Tim was the last to drive over the stretch of road near Valley Ford cutoff for the next several hours.

"He responded to our feeble flashlight and had an immediate understanding of our predicament which required that he get his truck near enough to our van so that we could pull ourselves along his door to safety. Tim had enormous patience because it took us a long time to transfer to his truck, and courage because the waters were rising."

Tim, recalling the rescue, said he maneuvered his truck through the water to alongside the van and forced open the cab door so that Hedges could grasp the door handle. He then grabbed Hedges around the waist and pulled him onto the step of the truck, getting him into the cab.

He then remembers Mrs. Hedges, still in the van, screaming as the van was filling with water and slipping. She couldn't reach Tim. However, Tim noticed that she was wearing a long red muffler. He told her to tie one end quickly around her waist and to throw him the other end. He then pulled her free and into the cab.

As if in a TV film scenario, the Teamster and the couple he had rescued sat in the cab only slightly above the swirling water and watched the van slide away.

Tim then drove the Sonoma County people to safe ground and dropped them off at the Bodega Bay Fire Station. "They said goodbye, and Mrs. Hedges kissed my hand," he recalled.

Tim started back to San Francisco when he noticed the truck's oil pressure started to drop. The water-soaked motor finally failed. He was picked up by another



San Francisco Newspaper Agency truck some ten hours after his shift had started. When he arrived back at the Chronicle yard, he did not mention a word to anyone.

Not even his fellow drivers knew about the rescue until Jacqueline Hedges called the Chronicle and Mike Hedges wrote his letter in which he said:

"All too often we read in the newspapers that people just don't want to interrupt their busy schedules and get involved, but Tim dismissed our extreme gratitude by modestly saying he had merely done what had to be done."

Congratulations, Tim. You're a Teamster to be proud of!

## Senior Teamsters' Power

# What's Happening With Retirees

**T**here's good news for Teamsters age 55 or older who sold their homes recently. A provision of the Economic Recovery Tax Act of 1981 calls for an increase of \$25,000 in the amount of gain which can be excluded from gross income on the sale of a house at tax time.

If the residence was sold after July 20, 1981, you may claim an exclusion of up to \$125,000 under the new law. Some or all of your gain may be excluded from the sale of your principal home. In addition to the taxpayer's age, other qualifications govern your eligibility to take advantage of the one-time only exclusion, however.

One rule stipulates that the taxpayer must have owned and used the residence for a total of at least three years, during the five-year period ending on the date of the sale or exchange. However, the three years of ownership don't have to coincide with the required three years of use. For example, a two-year tenant could purchase his or her residence, live in it for only one of the three following years, and still qualify for the exclusion.

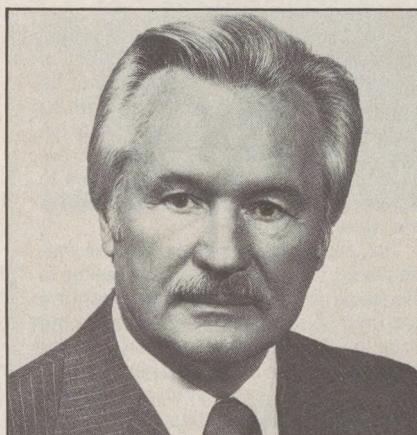
There also has been a change in the length of time a taxpayer has to replace a residence that has been sold in order to defer tax on the gain of the sale. The replacement period has been extended from 18 months to two years, effective for residences sold or exchanged after July 20, 1981.

Another provision which can affect transactions which took place in 1981 is the new law reducing the capital gains tax rate. Beginning in 1982, the maximum effective tax rate on capital gains will be 20 percent instead of the old 28 percent. But for taxpayers other than corporations, the 20 percent

maximum applies to net capital gains from sales or exchanges made after June 9, 1981.

## R etiree Updates:

Louis R. Maltempo, president of Teamster Local 559's retirees association and a retired Local 559 officer, was recently reappointed by Connecticut Governor William O'Neill to the Connecticut State Board of Mediation and Arbitration. Maltempo retired as president of Local 559 in 1979. His second term on this prestigious panel will run through January, 1983.



Lee Kearney, above, the 68-year-old secretary-treasurer of Teamster Local 952 of Orange, Calif., opted recently for the good life of retirement.

Kearney, a union member for 45 years, has served as a full-time union representative for 35 of those years. Under his direction, Local 952 became one of the largest and most progressive in the International Union.

Somehow, he also found time for community activities as well. He served on the Orange County Board of Directors for A.I.D. and the United Way chapters. Kearney also served

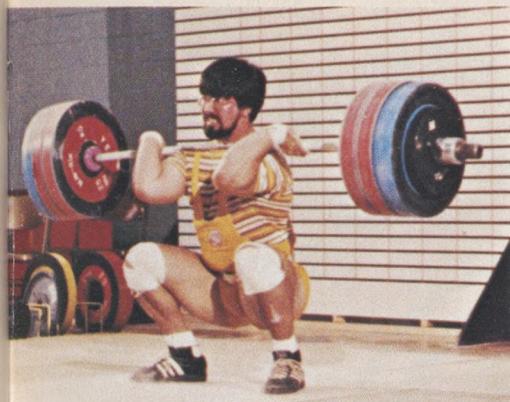
on the National Board of Trustees for the Leukemia Society and the California Hospital Advisory Council. In 1973, he was elected Orange County "Man of the Year," and in 1980, was honored with the "Humanitarian Award" presented by the City of Hope.



Teamster Local 955 President Ron Larsen was privileged recently to attend a very special retirement party. Being honored after some 26 years of service was Harry E. Timm, Sr., the first man to retire from the Strongheart Products Company under the Teamsters' pension plan. "It's gratifying to know that Mr. Timm has such a secure retirement to look forward to," Larsen said of the happy event. (Here, Brother Timm is shown at left.)



Teamster Albert Sims retired recently from Signal Delivery Services, Inc. of Jacksonville, Fla. The Local 512 member was feted at a dinner celebrating the event in January, 1982, at which he received a hunting rifle and skinning knife to enjoy in his free time now. Albert, an avid hunter, may have received the gun, but his wife received a baseball bat—to keep Albert in line now that he's going to be underfoot so much, his co-workers said.

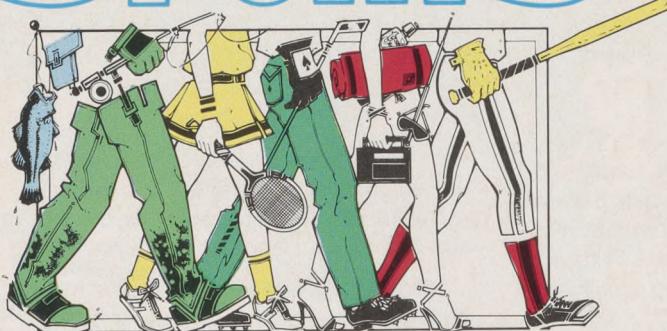


Elvard Davis, left, a member of Teamster Local 618 in St. Louis, Mo., works days at Van Dusen Aircraft Supply. His spare time, however, is devoted to lifting weights. An Olympic lifter for 10 years, Davis is a five-time state champion in the 220-lb. class, has won three district and two regional championships and has set 43 records, including all the current state records for his sport. Here, Brother Davis cleans 407 lbs. at the 1981 American Weightlifting Championships. His best lifts, we are told, are a 303-lb. snatch and a 407-lb. clean and jerk.



Teamster Rickie Ray, left, a T.V.A. driver at the Yellow Creek Nuclear Plant in Luka, Miss., and Local 402 member, bagged this buck near Savannah, Tenn., on the last day of hunting season in that area. Brother Ray also bagged another beauty earlier in the season with a bow and arrow, his favorite hunting weapon.

## TEAMSTER SPORTS



That's some fish that Teamster brother David Boyarski is holding, isn't it? Boyarski, a tank haul driver for Bulk Carriers Ltd. and Canadian Teamster Local 938 member, snared it on a recent angling trip to Stoney Lake, Ontario. Boyarski was casting when he felt a tug on his line totally out of line for the 5-to-8 pound walleye or pickerel for which he was angling. "I knew it was a mu-

skie just by the way it hit," he said. And sure enough, 30 minutes later, he was reeling in a 4-ft., 1 1/2-inch long, 22 1/2 pounder. "My 10-pound monofilament was strained to breaking point, my jointed perch lure was broken and some hooks needed straightening out, but I got her," he added. "It was an incredible fight."

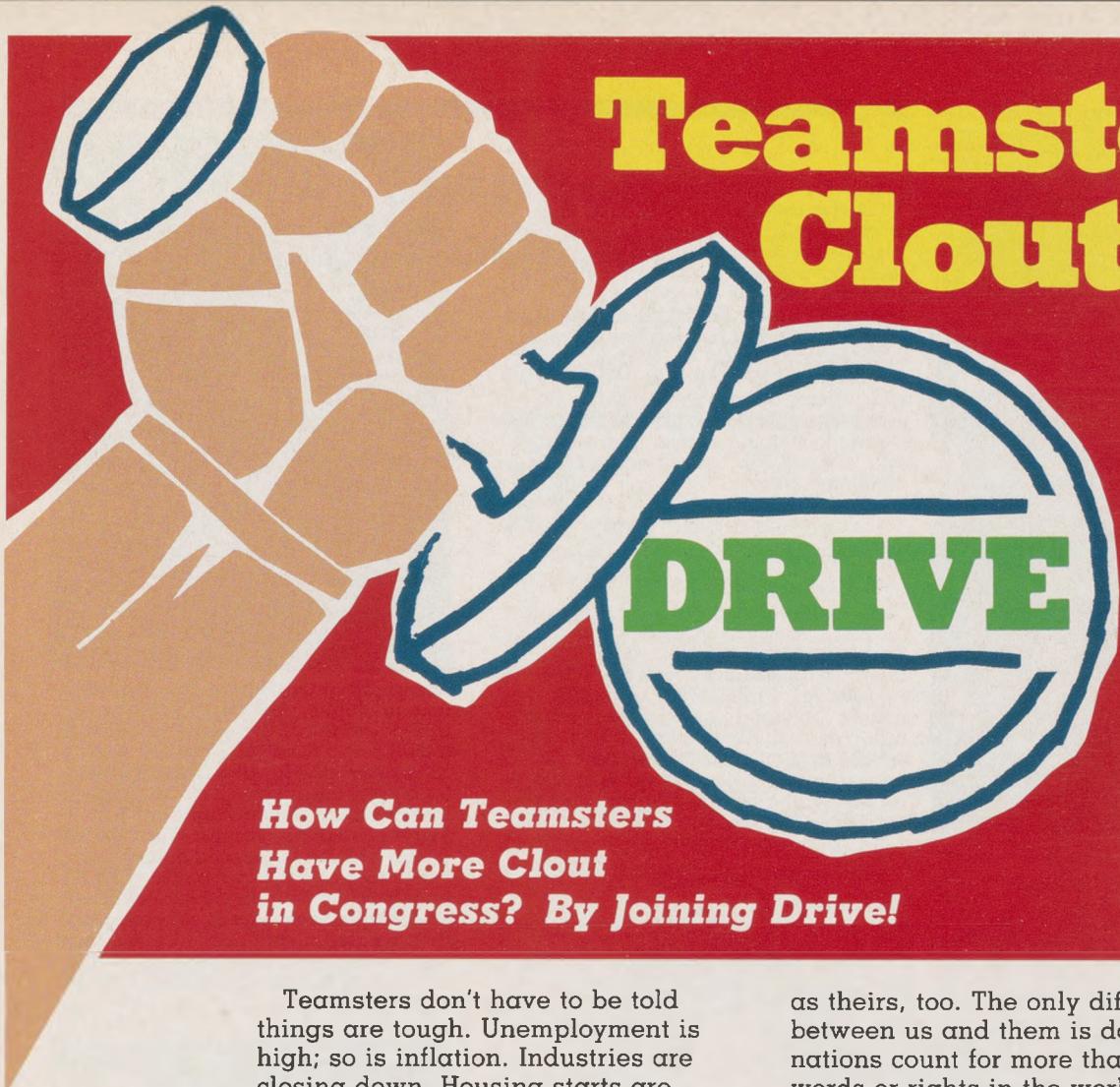


Above, far outpacing the crowd in this race in Mobile, Alabama, is Teamster UPS package car driver Susann Pierce, a member of Local 991. Before running 130 stops a day for UPS, Susann goes for a six-mile run every morning. She is Mobile's best female runner, as you might have guessed. Last year, she ran a total of 2,100 miles, competing in 51 road races of varying lengths, ranging from two to 6.2 miles. Susann chalked up the admirable record of being the first female finisher in 27 of those races, while winning in her age group 47 out of 51 races. Her best time for 10K (6.2 miles) is 37:52.



Kip Mayo (above) at 15 has accomplished what many bowlers spend their lives trying to do. The high school sophomore recently set a Missouri Youth Bowling Association record by bowling an 845 series on games of 257, 288 and 300 in the Strike 'n Spare Tuesday Junior-Major League, one of five leagues in which the teenager bowls. The previous record had been 823. Mayo's series was believed to have been the highest ever shot by not just a Missouri youth bowler, but in the nation this season, as of early March. Mayo, a right-hander with a combined 215 average, is the son of Jess Mayo, secretary-treasurer of Kansas City, Mo., Teamster Local 552.

# Teamster Clout...



**How Can Teamsters  
Have More Clout  
in Congress? By Joining Drive!**

Teamsters don't have to be told things are tough. Unemployment is high; so is inflation. Industries are closing down. Housing starts are practically non-existent.

Facing us on Capitol Hill is a Congress that instead of forging fiscal policies to get the country back on track is attacking basic legislation like Davis-Bacon, the Hobbs Act and Social Security, while giving tax reductions to the rich.

Maybe it's time we developed a little more clout! Organized labor certainly has the numbers to match Big Business and the Union-Busters. Our needs should count for as much

as theirs, too. The only difference between us and them is dollars. Donations count for more than all the words or rights in the world.

With them, we can support those who care about workers' support in the upcoming elections and help turn out of office those who maintain our rights don't count.

Join DRIVE today and make sure you, too, are being heard. If you have a DRIVE checkoff in your union contract, use it. If you don't, mail in your voluntary, tax-deductible contribution to DRIVE at IBT headquarters. We can have an impact with clout!

## DRIVE—Democrat Republican Independent Voter Education

### Classification

I subscribe, freely and voluntarily and not out of fear of reprisal, the sum, indicated below, each year to DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE.

I further hereby authorize and request my employer to deduct from my earnings the sum indicated below each year during any payroll period to be remitted to my local DRIVE Chapter.

A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463.

### Local Union #

Date

I reserve the right in accordance with the applicable State or Federal laws to revoke this voluntary authorization at any time by giving written notice of such revocation to my DRIVE Chapter in accordance with such laws or otherwise.

Suggested voluntary contribution:

\$5    \$10    \$15    \$20    \$25

Name of Company—Please Print

Name—Please Print

Social Security Number

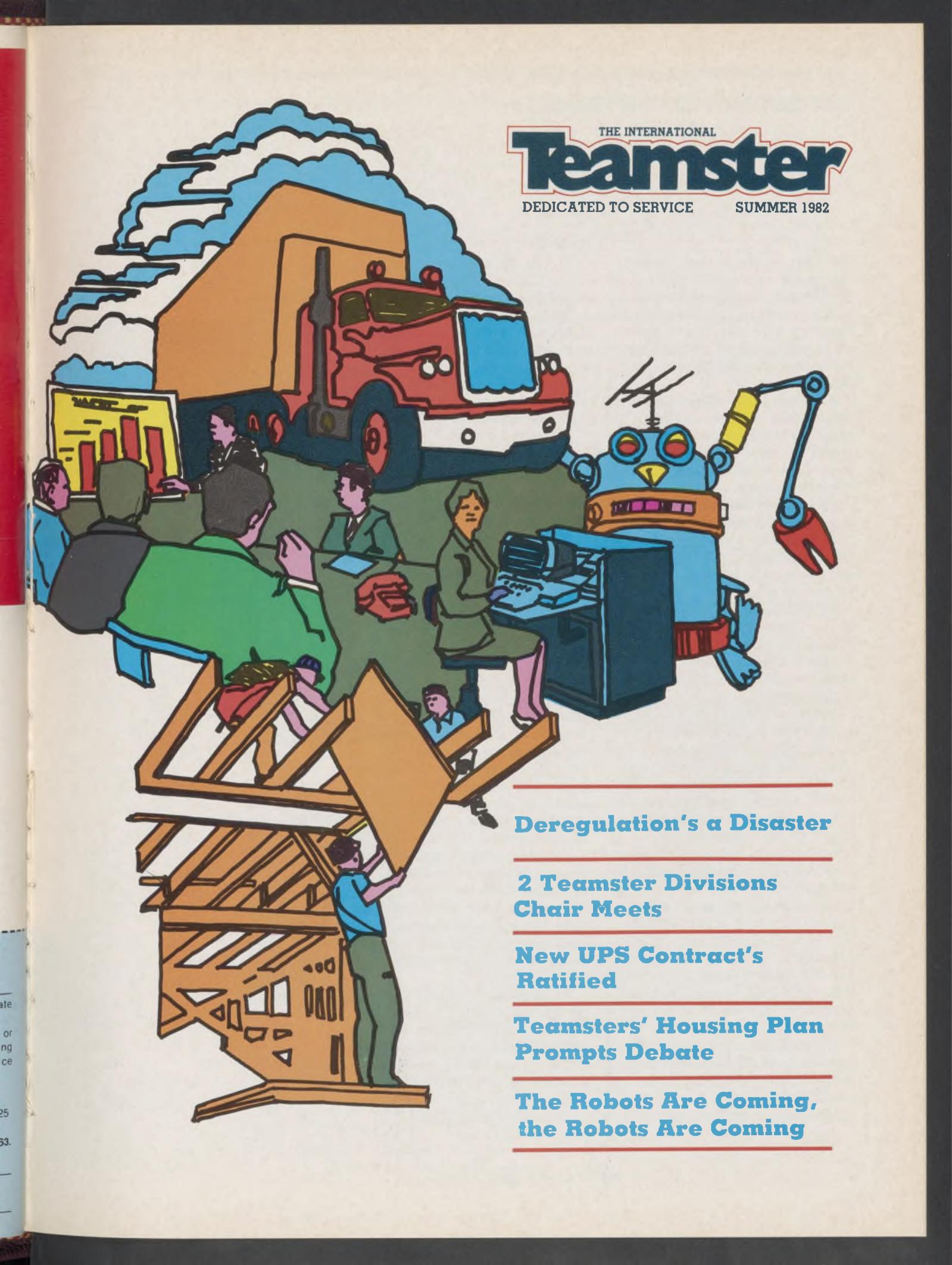
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City

State

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Signature



THE INTERNATIONAL  
**Teamster**  
DEDICATED TO SERVICE      SUMMER 1982

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**Deregulation's a Disaster**

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**2 Teamster Divisions  
Chair Meets**

---

**New UPS Contract's  
Ratified**

---

**Teamsters' Housing Plan  
Prompts Debate**

---

**The Robots Are Coming,  
the Robots Are Coming**

## AN ECONOMIC OUTLOOK

Last month we released a new union-conducted study revealing that unemployment in the motor carrier industry is continuing to grow at an alarming rate, reaching an unprecedented 29% in layoffs nationwide.

Results of the study confirmed that workers in the trucking industry are much worse off after two years of deregulation and a faltering national economy.

Our survey shows more than a six percent increase in layoffs over a similar study that the IBT conducted a year ago, just one year after deregulation went into effect.

Layoff rates range from 29.3% in the Central Conference to 34% in the Eastern Conference; 30.3% in the Southern Conference and 24.6% in the Western Conference.

These startling figures show us that the union's trucking industry membership is being decimated by the deteriorating conditions in the industry. Last month we tried to get members of Congress to comprehend the plight of our workers at a congressional hearing, which was investigating the impact of deregulation.

I submitted testimony pointing out just how bad the situation is for Teamsters and I was supported by appearances of several Teamster members from throughout the country who underscored how bad the effects of deregulation have been.

We told the committee members that the ICC has not been interpreting the law fairly to protect our people. We have three areas of major complaint:

1) The open entry policy of the ICC—23,000 of all applications (or nearly 96%) for entry to operate have been approved, with no effort made to see whether there was a public demand or need or determine the impact.

2) The cutthroat rate cutting permitted by the ICC, which is bankrupting more and more carriers.

3) The Commission's refusal to enforce the obligation of a carrier to provide service to all shippers covered by its operating authority, disregarding both fitness tests and common carrier obligations provided in the law.

In conclusion, I told the legislators to reassess the law and look at its true impact on the trucking industry and our workers. I proposed the Teamsters' own ten-point recovery plan, including a request that Congress give affected employees some kind of a protection plan—income protection and priority reemployment status.

We also urged the Congressmen to get out of Washington and take their hearings out to the people back home, where they can learn for themselves what deregulation has brought to truckers and our Teamster membership.

As long as the situation stays as bad as it is, we have no intention of laying down, rolling over and playing dead. We are going to put the heat on the politicians until they can come forward with some relief for our unemployed members.

From the General President



Roy L. Williams

*Roy L. Williams*

**The International Teamster has an average circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.**



# THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

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## IN OUR CENTER SPREAD

This issue of *International Teamster* contains a copy of the IBT scholarship application for members whose sons or daughters would like to apply for IBT college scholarship aid. Forms also will be available from IBT headquarters and from IBT local unions around the country and in Canada in the coming weeks. Please make sure your youngster complies with the deadline requirements indicated if he or she wishes to be considered.

Editorial material should be addressed to:  
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25 Louisiana Ave., N.W., Washington, D.C. 20001

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payable in advance.)



# Roy Urges Congress—'Get Our People Back to Work'

The Teamster General Executive Board met this quarter with a full agenda following the IBT's recent announcement in a new layoff study of widespread unemployment of members as a direct result of deregulation of the trucking industry.

In his report to the board, General President Roy Williams discussed the alarming rate of layoffs, reaching an unprecedented 29 percent nationally, and said one real problem for us now "was getting legislators to comprehend the plight of our people throughout the country."

Williams told the board that in recent testimony before a Congressional committee looking into the effects of deregulation, he pinpointed a number of problems contributing to the deterioration in the trucking industry, including recent policies of the Interstate Commerce Commission.

"We have proposed our own ten-point recovery plan," Williams announced to the board, "to coax the trucking industry back into good fiscal health, and I urged Congress and the Interstate Commerce Commission to take effective and immediate steps to get this industry back on solid footing."

Key among these, from the Teamsters Union's point of view, is our request to Congress to give our members an employee protection program, as we originally requested when the legislation was enacted.

"With the layoffs we have seen in the past year we know we have trouble," the general president stated, "trouble we are now asking Congress to address by accordin

workers income protection and priority reemployment status, as have been given other workers affected by governmental programs in the past."

One good result emerged from the recent Congressional hearings. The panel will now look into actual figures of layoffs as a result of the IBT study and compare ours with those of the government and hopefully hold additional hearings.

Williams has urged the Congress to take those hearings out to the people in various parts of the country to see for themselves how severe the problem is among Teamsters. "Talk to our unemployed people and see how bad things are," Williams said, "and then start to restore some order in the troubled trucking industry before it is too late."

Williams also announced to the board that the abrupt termination of Braniff employees within the IBT Airline Division prompted the IBT to take immediate action to ensure the rights of our members affected by the closing. The IBT recently filed an application for determination of qualifying dislocation with the Civil Aeronautics Board. This action was taken to seek monetary relief, reemployment and relocation for terminated Teamster employees of Braniff.

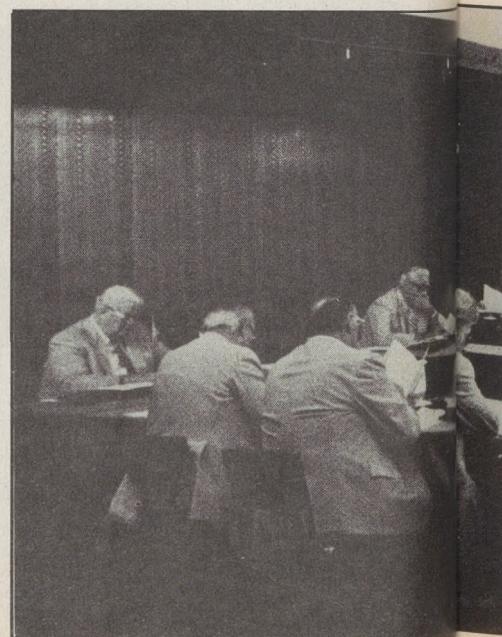
In addition to a full report from the Airline Division, the board heard a summary of all recent Interstate Commerce Commission actions, safety and health rulings and information on the research and education seminars and the IBT Scholarship Fund.

A full report on the status of legislation in Congress included updates on issues im-

portant to Teamsters such as the Davis-Bacon legislation, the Hobbs Act, the Truck Lengths bill and the Air Carriers Employees Protection Act of 1982.

General President Williams reported on the recent activities of DRIVE and underscored the need to gear-up now for the November election. "For us, the big issue of this campaign is jobs. Through deregulation and the recession, joblessness is rampant among our ranks," Williams told the board, "so our message to candidates this political season is simply—put our people back to work. And that will be the message behind all our contributions to political candidates."

General Secretary-Treasurer Ray Schoessling gave a full report on the union's financial status and announced a new IRS ruling that will allow increased benefits for members of the Teamster Affiliates Pension Plan. (See related story.)



## Affiliates Plan Pensioners Win Benefit Increase

**I**t was announced at the recent General Executive Board meeting by the trustees of the Teamster Affiliates Pension Plan that the Internal Revenue Service has made a favorable determination to allow increased benefits to retirees under that plan to assist them in meeting increased costs of living since their retirement.

The trustees in a resolution last December recommended a graduated increase in benefits of 2% per year since retirement, with a maximum increase of 14% to be effective January 1, 1982.

With the IRS' approval, retroactive payments (back to January) are now slated to be sent sometime in August. The increase will apply to those pensioners who commenced receiving monthly benefits under that plan on or before December 31, 1980, or the beneficiary who is entitled to a post-retirement supplemental benefit.

The monthly post-retirement supplemental benefit shall be a percentage of the monthly benefit and will be paid as an addition to the pensioner or beneficiary.

The applicable percentage will be determined in accordance with the following table:

If the date of commencement of benefits is:	Then the applicable percentage is:
1980	2%
1979	4%
1978	6%
1977	8%
1976	10%
1975	12%
1974 or earlier	14%

*Below, the Teamster General Executive meets in quarterly session.*



# IBT Construction Division Holds Arizona Conference

**D**epressed construction industry economics and political trends occupied 150 delegates and guests attending the annual policy committee meeting of the Teamster Building Material and Construction Division at Scottsdale, Ariz., in late April.

Most of the speakers discussed what amounted to a dual problem: Which is worse, the effect of the tremendous slowdown in construction activity in the United States and Canada, or the prospect of continued congressional efforts to either gut or destroy the Davis-Bacon Act and other statutes protective of organized labor?

IBT Vice President Weldon Mathis, director of the division, chaired the business sessions which heard reports of unemployment in every area—higher percentages in the north than in the south—and having a bad effect upon Teamster membership working in the construction industry.

Mathis suggested that increased political interest by the Teamster membership would help to keep secure the strength of the division. He said, "We have to get our members involved in the political process."

More voluntary participation in the Teamster DRIVE program is needed, Mathis said, to assist in the struggle on Capitol Hill where a definite anti-union climate now prevails.

He reminded the delegates that DRIVE, now more than 20 years old, was founded by Jimmy Hoffa, who recognized the need for greater grassroots

political action by Teamsters everywhere.

Two other International Union vice presidents addressed the delegates: Harold Gibbons of St. Louis, Mo., and Edward Lawson of Vancouver, B.C., director of the Canadian Conference of Teamsters.

Gibbons urged that Teamsters be certain to register and vote in the 1982 election with the hope of ousting government leaders engaged in creating an "inhumane record" when it comes to both the employed and unemployed workers in America.

He said the government's willingness to accept the idea of 12 million jobless was intolerable, adding that the dismal congressional record proves beyond doubt the great need for DRIVE, the Teamster legislative program, as an active lobbying effort on behalf of all workers.

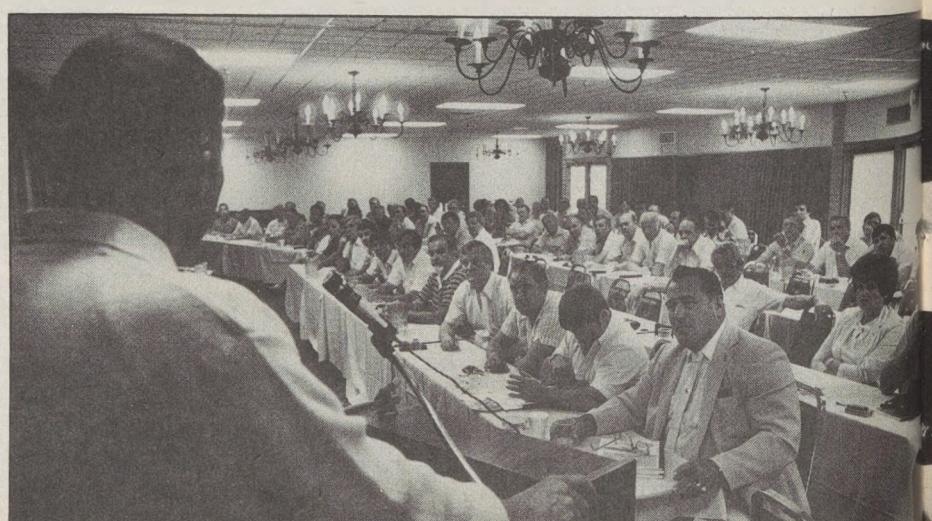
Without an effective DRIVE program, said Gibbons, the

Teamsters Union can have no influence on either the White House or Congress.

Vice President Lawson's remarks emphasized union affairs. He suggested that the IBT mutual-aid and no-raid pacts with other unions need to be reconsidered. "When it comes to jurisdiction, there must be no exceptions in terms of protecting Teamster jobs," said Lawson.

The Canadian Teamster leader suggested that in both his own country and the U.S., there is a need for greater cooperativeness among unions. He said, "We have to go back to old-fashioned trade unionism and start caring about each other again."

Dave Sweeney, IBT legislative director, gave a report on the activity of Congress, concentrating on proposed laws and amendments that would be destructive to organized labor if enacted.



Above, delegates receive a status report.

He said votes in the Senate now are almost uniformly against labor, but that unions have support in House committees although political pressure might force a change in House floor voting.

Teamster grassroots lobbying, Sweeney said, remains important and provides a better hope for success. He stressed the necessity for Teamster participation in political affairs.

Wally Clements, field director of DRIVE, repeated his song that contributions are a requirement for being able to "elect our friends and defeating our enemies."

By way of illustrating the importance of political participation, Clements indicated that so-called right-to-work states in the South and West are going to get at least 17 additional congressmen as a result of reapportionment following the 1980 census.

The reverse of the coin, he said, was that 17 congressional seats from northern states are going to be lost—many of the seats having been more-or-less favorable to organized labor.

Charlie Murphy, a DRIVE field representative, spoke briefly on a struggle in Oklahoma where a proposed RTW law was introduced last year but was soundly beaten back with the aid of the Teamsters and other unions.

Robert Georgine, president of

the AFL-CIO Building Trades Department, addressed the meeting briefly. As did other speakers, he attacked the inability of government to solve the nation's economic problems, and also warned of congressional threats to the freedoms of unions.

Calling for solidarity among all trades unions at both the local and international union levels, Georgine termed the Teamsters Union one of the most important labor organizations in the land. He said the building trades always have had a good relationship with the IBT "and we have to make it even more effective and meaningful."

Tom Owens, director of organizing for the AFL-CIO Building Trades Department and once head of the Teamster group he was addressing, also remarked on joblessness in construction.

He said unemployment was the worst he could recall with people out of work at levels ranging from 25 to 85 percent above average in the various trades. He suggested, "Our only hope is to keep union contractors competitive with the non-union companies."

Reports on conditions in the various area conferences, each remarking on jurisdictional and unemployment problems, were made by: Dick Crowther of the Central Conference, Roy Alston of the Eastern Conference, Chuck O'Brien of the Southern Conference, and Al Marinelli of the Canadian Conference. Larry Mayo, Western Conference construction director, was unable to appear due to business problems on the West Coast.

The construction meeting included one morning-long session devoted to legal developments with presentations by Roland Wilder of the IBT legal staff and by Dave Uelmen and Garry Miller, attorneys from Milwaukee, Wis.

Joe Mish, president of Teamster Local 83 in Phoenix, Ariz., welcomed the delegates, as did Ben Osborne on behalf of Teamster Joint Council 3.

## A

# Key Appointment

**R**.V. Durham, director of the Teamsters' Safety and Health Department, has just been named to serve on the 25-member National Motor Carrier Advisory Committee by Transportation Secretary Drew Lewis.

The committee is charged with advising the Federal Highway Administration (FHWA) by providing reports and recommendations intended to improve programs and policies affecting the efficiency, visibility and effectiveness of motor carrier programs.

As a member, Durham will consult with and make recommendations to the FHWA administrator on matters relative to FHWA activities and functions directly affecting commercial motor vehicles, and help review research projects and programs submitted to or recommended by the committee concerning commercial motor vehicle taxation and regulation.

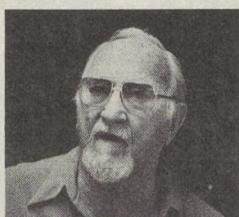
By charter, the committee also "may recommend to the administrator any projects it believes will contribute to uniform regulations, commercial vehicle safety, equitable taxation structures or otherwise foster efficient and safe highway carrier operations" and may be called upon to recommend rulemaking actions and comment on proposed rule changes involving commercial vehicle operations.

Joining Durham on this influential panel will be representatives of major carriers, industry and manufacturer groups, the government and regulatory groups active in this industry.



V. P. Mathis

V. P. Lawson



V. P. Gibbons

Robert Georgine



Organizing new members amid economic turbulence dominated discussion at a policy committee meeting of the Teamster Industrial Trades Division in Hollywood, Fla., late in April.

"The only force in America that can pull the United States out of its economic doldrum is organized labor," said Joe Konowe, ITD director, in his opening remarks.

Konowe, who chaired the sessions, said the division has developed an organizing "alert system" to inform affiliates of projected industrial plant construction and openings.

Remarks by the 35 members of the policy committee who attended the 2-day meeting, as well as by guests, stressed the multiple challenges now facing the 180 Teamster local unions affiliated with the Industrial Trades Division, including:

The economic turmoil is not exclusive to the United States, for the same things are happening in Canada where job-infla-

## Industrial Trades Division Meets

tion-economic problems are expected to intensify in the coming months.

Many local unions in the U.S. are losing members because of business bankruptcies, now occurring at an anticipated annual rate of 75,000—highest since the Great Depression of the 1930's.

The climate for organizing is clouded because of plant closings plus increased numbers of runaway plants, making workers uncertain as how best to protect their job security.

There is a need to concentrate on Teamster programs because relationships with other international unions are affected by the fact that some or-

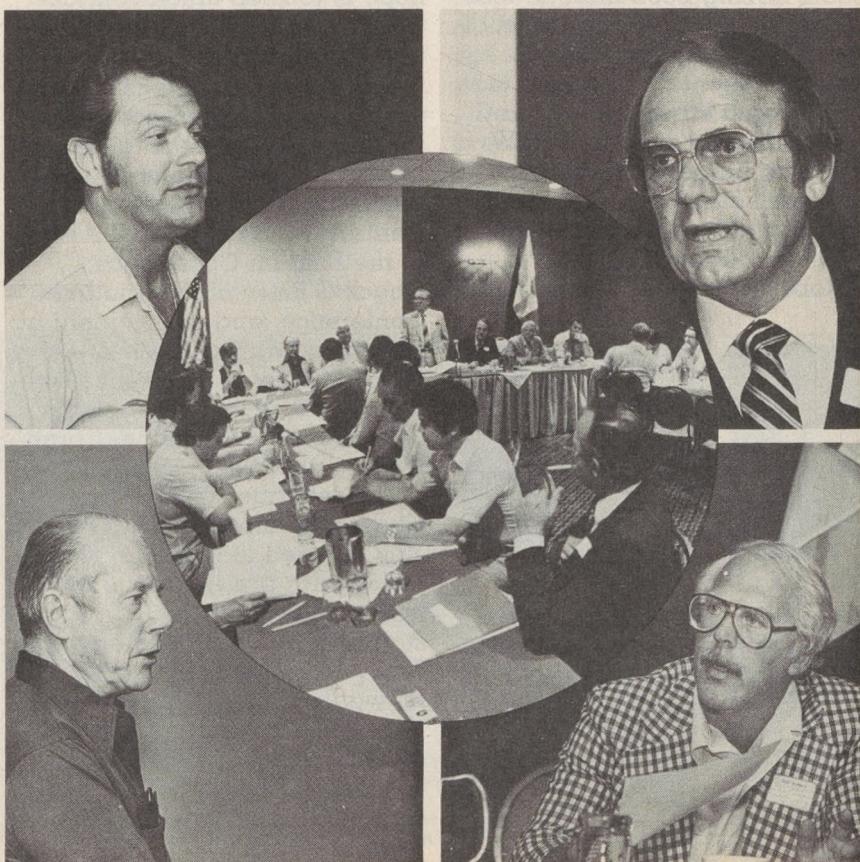
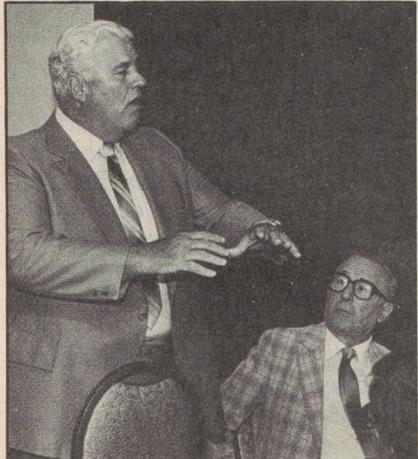
ganizations are progressive while others are not.

Union-busters, government programs (including appropriation cuts for the NLRB) and congressional attacks on existing labor law all are a coordinated attempt to turn back the clock in a fashion to negatively affect organized labor.

There are vast language and cultural problems connected with organizing so-called "undocumented" foreign-born refugees and immigrants who earn less than the minimum wage in the U.S.

IBT Vice President Joe Morgan spoke briefly to the policy committee meeting, stressing that "the only solution for the future

Executive Committee members Pete Moslinger, Tom Brown, Walt Engelbert and Bill Hogan (clockwise from top left) gave reports at the Industrial Trades meeting. Below, IBT Vice President Joe Morgan addresses the group as Division Director Joe Konowe listens.



is to get our people to cooperate if we are to survive in the labor movement."

Morgan, director of the Southern Conference of Teamsters, outlined the gloomy edges of the nation's economy. He placed most of the blame on high interest rates which lead to higher production costs and ultimately to layoffs of wage earners.

Declaring that organized labor was "in the worst position that I've ever seen," Morgan said the Industrial Trades Division is one of the Teamster units best fitted to strengthen the future of the International Union.

Art Kane, director of research and education for the IBT, reminded the delegates that organized labor historically has followed the product market "but today the product market has gone overseas."

Therefore, Kane said, the only way to survive is with solidarity in terms of organizing and negotiating while keeping aware that product market changes inevitably force innovations in union policy.

Bob Baptiste, IBT labor counsel, gave a legal report. Also on hand as a guest at the meeting was Dave Previant, chief counsel for the International Union.

Extensive reports were given by executive committee members: William T. Hogan, Central Conference of Teamsters; Thomas Brown, Eastern Conference; Walter Engelbert, Western Conference, and Peter Moslinger, Canadian Conference. Mitchel Ledet of the Southern Conference was absent because of an organizing campaign in his area.

Every policy committee member in attendance also gave a brief report on developments in their areas.

Chairman Konowe announced at the close of the meeting that a 3-day divisional meeting would be scheduled sometime in mid-November at San Diego, Calif.

## Int'l Representatives Mobilize for Action

**T**eamsters Union International Representatives received a call-to-arms in late April at a Chicago meeting convened by IBT General President Roy L. Williams and Secretary-Treasurer Ray Schoessling.

Thrust of the meeting can be summarized by the old saying, "When the going gets tough, the tough get going."

Times are tough, representatives were reminded by speakers. That means that today more than ever, members need effective representation, strong policing of agreements and fresh and innovative organizing

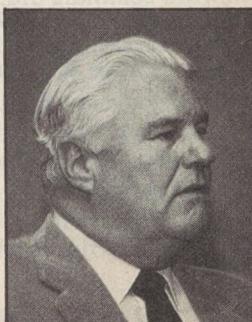
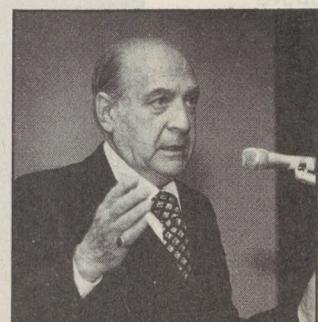
and bargaining techniques if they are to stay ahead.

Representatives heard reports from Teamster Area Conference Directors M. E. Anderson, Joseph Trerotola and Joe Morgan, as well as from the directors of the Airline, Industrial Trades and Public Employees divisions. Wrap-ups on legislative and DRIVE activities also were on the agenda.

These Teamsters gladly accepted the challenges posed and emerged from the meeting determined to work toward the best services and representation possible in labor today.



Above, G.P. Roy Williams addresses the group with G.S.-T. Ray Schoessling at his side. Below, Conference Directors and V.P.'s Anderson, Trerotola and Morgan.



## IBT Seminars Expand, Now Cover Organizing, Contracts

**A** new Teamster educational program on organizing, developed by the International's Research and Education Department, was unveiled recently at Local 222 headquarters in Salt Lake City.

The program is designed to offer stewards opportunities to develop tactics and strategies to handle a variety of different organizing situations. It covers many topics related to organizing drives and on-going membership maintenance, including an analysis of the anti-union programs presently being used by many industries.

Since Grant Scott Haslam, secretary-treasurer of Local 222,

has hosted steward seminars annually since the program's inception, with each being updated to incorporate new developments and ideas, his local was chosen to inaugurate the new seminar concept.

Stewards enjoyed the new format and demonstrated great finesse in handling the various types of organizing problems posed to the class. Instructors Art Kane and Sally Payne plan to build on the basic format by incorporating ideas and suggestions that flow from the seminar sessions as they are held in the five conference areas.

Participating in a basic stewards' seminar program on grievance handling recently was Lo-

cal 490 of Vallejo, California.

That program, attended by stewards from U.P.S., freight and warehousing industries, was hosted by Tom Williams, secretary-treasurer of the local and Local 490's executive board members and business agents, all of whom attended the workshop.

Highlighted in this program were four essential areas of effective grievance handling, including investigation, preparation, presentation and confidence.

Participants enjoyed the class activities and said they felt they had learned a great deal from the sessions.



Perfecting their organizing techniques at the latest IBT-assisted steward seminars are, above right, stewards from Utah Teamster Local 222. Below, Local 490 stewards hone their arbitration skills.



# ATTENTION ALL MEMBERS

## INTERPRETATION OF ARTICLE XII AND ARTICLE XVI, AND AMENDMENT TO, ARTICLE XVI OF THE INTERNATIONAL CONSTITUTION

Please take notice that at a General Executive Board meeting held March 23, 1982, the General Executive Board, pursuant to the authority granted to it by Article XVI, Section 6, made the following interpretation of Article XII and Article XVI, and adopted the following amendment to, Article XVI, Section 4(b):

Consistent with past application and interpretation and the General Executive Board's established policy to achieve the goal of industry-wide standards for the protection of the interests of all affected members in the industry involved, and the purpose of the  $\frac{2}{3}$  strike rule, it is our interpretation of Article XII and Article XVI as follows:

### 1. Article XII.

The provision requiring a  $\frac{2}{3}$  rejection of a "final offer" to authorize a strike was originally adopted for the purpose of eliminating those situations where a majority of the involved members refused to vote in favor of an agreement, but also refused to vote by a majority to authorize a strike as was the practice before the  $\frac{2}{3}$  rule was adopted. For this reason, the requirement of a  $\frac{2}{3}$  vote to authorize a strike is not necessary where the involved members have already voted in favor of accepting a contract.

Additionally, it is recognized in Article XII, Section 1(c) that the one-third/two-thirds rule set forth in Article XII is applicable where more than one Local Union is involved only if Article XVI is not applicable. Therefore, the rules relating to strike votes in cases involving multi-Union units established under the provisions of Article XVI, Section 4 are governed by Article XVI.

### 2. Article XVI.

Article XVI, Section 4(a) provides that "if a majority of the votes cast by Local Union members voting approve such contract, it shall become binding and effective upon all Local Unions involved and their members."

Article XVI, Section 4(b) provides that a "cumulative majority vote [is] necessary for acceptance, and a cumulative two-third ( $\frac{2}{3}$ ) vote [is] necessary for rejection of the final offer and strike authorization."

It is clear from these provisions that once there has been a cumulative majority vote for acceptance, the requirement of a two-third cumulative vote for rejection and strike authorization is not applicable. Additionally, since the majority vote of approval has satisfied the intent and policy of Article XVI, Section 4, the requirement of two-thirds

strike vote by the member-employees of a single employer, who are already bound by the majority vote of the multi-Union unit, in which they participated, establishing basic standards, would be inconsistent with such intent and policy.

It is, therefore, our interpretation that where an employer whose member-employees are represented in multi-Union unit bargaining under Article XVI makes a contract proposal which, in the opinion of the Negotiating Committee, or its duly authorized subcommittee, is not acceptable because inferior to the standards set forth in an agreement already approved as a result of votes conducted under Article XVI, Section 4 among all affected members in the multi-Union unit, including that employer's own affected member-employees, the Negotiating Committee, as agent of the Locals involved, is not required to accept such proposal, and may reject it as contrary to the best interests of all affected members. Such Negotiating Committee may, therefore, with the approval of the General Executive Board, authorize a strike of the affected members to maintain existing standards, attain approved standards, and/or to protest unfair labor practices of such employer, without any additional vote.

To the extent that Article XVI, Section 4 may require clarification in this regard, this interpretation shall also be considered as, and is hereby declared to be, an amendment to Article XVI, Section 4, as permitted by Article XVI, Section 6.

### Amendment to Article XVI, Section 4(b):

(Add to the end of the paragraph starting at the bottom of page 98 and ending at the top of page 99)

"Where an employer whose member-employees are represented in multi-Union bargaining under Article XVI makes a contract proposal which, in the opinion of the Negotiating Committee, or its duly authorized subcommittee, is not acceptable because inferior to the standards set forth in an agreement already approved as a result of votes conducted under Article XVI, Section 4 among all affected members in the multi-Union unit, including that employer's own affected member-employees, the Negotiating Committee, as agent of the Locals involved, is not required to accept such proposal, and may reject it as contrary to the best interests of all affected members. Such Negotiating Committee may, therefore, with the approval of the General Executive Board, authorize a strike of the affected members to maintain existing standards, attain approved standards, and/or to protest unfair labor practices of such employer without any additional vote."

**T**he housing industry is locked in the doldrums of its worst recession since World War II. At today's mortgage rates, only 14 percent of all Americans can qualify to buy a home. Traditional methods of financing obviously are not adequate any more. So what's the nation to do?

Congress several months ago proposed one solution. That three billion quick-fix program for housing was just as quickly vetoed by President Reagan, leaving the status quo unchanged.

But another viable solution has been proposed that could pump billions of dollars into this lifeless industry—the Teamsters' proposed national plan for low-interest home mortgages.

Our plan was submitted to President Reagan by IBT President Roy L. Williams in a letter on April 15, 1982. The main goal of the proposal is to revitalize the nation's construction industry and create thousands of new jobs for presently unemployed workers, while providing opportunities for Americans to find it affordable to buy homes again.

With Congress' plan shot down, perhaps the time has come for a realistic assessment of our idea.

Some on the Hill have already shown interest in our proposal, as have the financial community and the media.

On Capitol Hill, on May 19, 1982, Senator John Chafee (R-RI), chairman of the Subcommittee on Savings, Pensions and Investment Policy of the Senate Finance Committee, took direct action and convened a hearing on the IBT plan.

In Teamster testimony submitted, Teamsters President Roy Williams explained that the monies lent by the plan would be available at rates well below what banks are willing to lend for, but still would be above the actuarial rate necessary to ensure the present and future health of the plans.

## IBT Urges Congress To End Housing Crunch

Using union pension funds for residential mortgages at below market rates is fiduciarily prudent when the job creation aspect of such an investment is taken into account, the Teamster leader noted.

"America has been good to Teamsters, and now it is time to give something back," Williams said. He urged Congress to get behind the plan, adding: "Investment return is not the sole cornerstone in the foundation of a secure pension fund—JOBS are—jobs that build the participant base of a fund, that cause contributions to be made to a fund on a worker's behalf, that bring in the income to invest."

**W**e in labor learned long ago that our fortunes are tied closely to those of our nation's economy," Williams added. "When conditions are bad for business and industry, they are bad for our members. Using labor's funds to support labor's goals and workers' hopes seems to us to be a sound and responsible action."

Support for the Teamster proposal came from several sectors, among them a panel of experts composed of representatives from the President's Commission on Housing, the National Association of Realtors, the National Association of

Home Builders and the Mortgage Bankers Association of America. This group gave the program its unanimous support and called on Congress to act immediately to initiate a program to help relieve the shortage of residential housing mortgage money.

The panel's findings painted a dim picture of the industry, noting that new home sales in 1981 were the lowest ever, with unemployment among construction workers at 19.4 percent, twice the national average. The panel implored the Administration to ease ERISA restrictions on housing-related investments by pension funds, and relieve the financial crisis. Noting that traditional sources of money for housing have dwindled, the group said private pension funds have the equity to invest in a safe and rewarding industry.

**S**everal government witnesses at the hearing weren't quite as enthusiastic. Both the Deputy Assistant Secretary for Tax Policy of the Department of the Treasury and the Administrator, Pension and Welfare and Benefits Program of the Department of Labor, testified and voiced reservations about protecting pension funds. They explained that under present government policy, ERISA requires that investments be made in a diligent and prudent manner. They noted that investing in home mortgages by multiemployer pension funds currently is not considered a prudent investment. Neither, however, voiced major problems with the Teamster plan.

As Congress continues to seek solutions, the Teamsters are explaining the possibilities of our plan. Since the hearing, General President Williams has met with Secretary of Labor Raymond Donovan and the Labor Administrator of Pensions and Welfare and Benefits Programs, both of whom assured him that the Department of La-

bor will carefully consider the program.

The media also has shown particular interest in the Teamster low-interest mortgage plan, with several major newspapers giving editorial support.

**T**he facts have been presented and they are certainly convincing. Interest rates are still in the 17 to 20 percent range and that is far too high for the average family to consider buying a home. Housing starts continue to decline month after month, along with unemployment that continues to rise month after month with one out of every ten unemployed Americans in the home building industry. There seems to be no relief in sight.

Given support by the Administration and Congress, the Teamsters' plan can and will cause a resurgence in the housing industry, inducing a ripple effect throughout the entire economy.

Investing in home mortgages with union pension funds can be a safe and profitable investment, with the added benefits of helping thousands buy homes and putting many more back to work. It's a plan we hope Congress will consider seriously in the weeks to come.



## Aid to Airline Workers

**T**he Teamsters Union, in early July, won support of its efforts to win protections for airline industry workers affected by deregulation from Senator Edward M. Kennedy.

The Senator recently introduced S. 2666, the Air Carrier Employees Protection Act of 1982, which would restructure labor protection provisions of the Airline Deregulation Act of 1978 and provide further protection to employees by codifying the Allegheny-Mohawk labor protection provisions into law.

The Teamsters Union, which represents 48,000 airline industry employees, welcomed the news. Just weeks before, the union had been forced to go to the Civil Aeronautics Board to seek protections for 4,500 employees of Braniff Airlines after that carrier's bankruptcy threw them out of work. In seeking redress for them, Teamsters General President Roy Williams had emphasized that "immediate action is necessary by the CAB to avoid the irreparable harm which will befall the terminated Braniff employees when their unemployment compensation expires."

Williams was critical of the fact that since the 1978 Deregulation Act was passed, not a single airline employee had received any of the benefits provided in the Employee Protection Program contained in the act, largely because the Department of Labor had promulgated no regulations for the program and Congress had allocated no funds to provide the monetary assistance and other benefits to airline employees specifically provided for by the 1978 act.

The Braniff case will be the first test to determine whether the legislative intent of the protection program will be carried out or whether it will amount to an empty promise.

The union was gratified that Senator Kennedy chose to lead the march to provide needed protection for adversely affected workers.

"The rapid decline of the airline industry is of great concern to our union," General President Williams said. "The current state of this important industry which has had a disastrous effect on its employees will now be dramatically lessened by your bold and long-awaited legislation."

## UPS Ratification

**E**nding this year's round of master contract talks, Teamsters employed by United Parcel Service recently voted their endorsement of a new 37-month contract.

Certification of the contract came after a July 1 ballot count, which was supervised by impartial observers. Negotiations had been underway on the new pact since early this year.

*At left, Teamster personnel tally the UPS ballots.*

## IBT Sets Facts Before Congress: Deregulation Is a Disaster

**W**ith the trucking industry in upheaval and thousands of IBT members on layoff thanks to deregulation, representatives of the Teamsters Union went to Capitol Hill last month to ask Congress to save this troubled, yet vital industry.

"We were told two years ago that this legislation would result in no massive dislocations of workers and were promised that if difficulties arose, Congress would respond," Walter Shea, executive assistant to Teamsters General President Roy L. Williams, told members of the House Public Works Committee subcommittee on surface transportation.

Describing the industry climate, union and motor carrier representatives used graphic terms like "devastating" and "horrendous." They told of mass layoffs (estimated near 29% of the Teamster work force among the regulated motor carriers); company bankruptcies; dangerous predatory rate-cutting that is driving the most stable and productive carriers into the red, and reduced service to many small cities.

"Many of our major carriers have closed their terminals, laid off most of their employees and have discontinued service to small shippers," Shea testified.

"In a desperate effort to survive, they now haul only truck-load quantities for larger shippers between major points. The growing loss of service is

alarming and is the result of the Commission's open entry policy," he emphasized. "It is no wonder that our most recent survey of our members working in general freight shows a lay-off rate of more than 28 percent."

The status report was a sorry one, especially since the industry had been one of the nation's healthiest just two years ago. Carrier and union representatives could recommend only one solution—an immediate change in policy to force the Interstate Commerce Commission to interpret and implement the Motor Carrier Act of 1980 as it was written.

The government, represented by the Department of Transportation, the Department of Labor, the General Accounting Office and the Interstate Commerce Commission, had come to proclaim deregulation's success and blame the industry's current problems on a poor economy.

Union and industry witnesses, however, had substantiation to back their claims of massive layoffs and carrier failures traceable to deregulation.

The 28.8 percent layoff rate cited was the result of a study conducted by IBT economist Norman Weintraub. He replicated a 37-local study done a year ago by the union on the first anniversary of deregulation and found that of 29 locals reporting in 1982 so far, all but five reported increased layoffs.

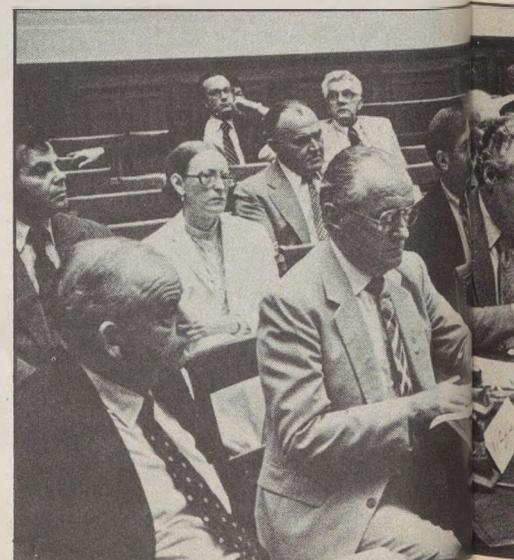
Of those same locals, 19 or

65% reported a layoff rate of 25% or higher. Only 3 of the 29 local unions or 10.3% of those responding showed a layoff rate of less than 20.0%.

Those figures, introduced into evidence at the hearings, conflicted sharply with statistics compiled in a recent General Accounting Office study of deregulation's effects.

**T**he GAO study estimated trucking unemployment for the six quarters since the Act went into effect at a much lower 9.3 percent and laid the blame on generally poor economic conditions.

Weintraub's analysis pointed out that the GAO report had minimized the detrimental impact of deregulation by using statistics concerning the entire trucking industry—a group encompassing approximately 1.5



million workers including clerical personnel—for its base. The regulated segment of the industry encompasses only 550,000 workers and those being most severely affected by deregulation are the 300,000 workers employed by the general freight carriers, he and other witnesses noted.

Weintraub emphasized that deregulation had, in fact, been a direct cause of today's severely depressed profits and high layoffs in the regulated general freight industry. "Our studies . . . are both reliable and valid," he told the panel.

In actuality, "the GAO report supports the IBT position that the Motor Carrier Act of 1980 has led to significant new entry and a deterioration of the unionized portion of the regulated general freight industry," he added.

Key witnesses substantiated that testimony. One of them, American Trucking Associations, Inc. Vice Chairman Ross Gaussoin, pointed out that 144 carriers have left the industry since mid-1980 with another 90 firms currently on the verge of bankruptcy. These firms represent more than \$2 billion in annual revenues and more than 42,000 jobs, he told the subcommittee.

Other Teamster witnesses poignantly described the plight of union members and their em-

ployers, and existing industry conditions. Testifying were James Jesinski, secretary-treasurer, Teamster Local 200, Milwaukee, Wis.; William F. Lyden, vice president, Local 25, Boston, Mass.; George T. Mueller, secretary-treasurer, Local 43, Racine, Wis.; George R. Rohrer, an International representative, Western Conference of Teamsters, and W. C. Smith, an International representative, Southern Conference.

**T**ogether, they noted the despondency of dislocated workers and the breakdown of service resulting from cutthroat rate-cutting, carrier consolidations and terminal shutdowns to meet the competition, and the repercussions from open entry and unrestricted operating rights.

"You cannot lose money on every sale and make it up in volume," noted one union witness. "The result is that small shippers, employees and consumers lose out," said another. "We urge you to set up field checks and see what really is happening to this industry and the people in it," pleaded a third.

All agreed that this "greater competitive environment" has helped no one, least of all the consumer. Their comments visibly shook the legislators.

The Teamsters also offered

legislators a concise 10-point proposal designed to help the troubled industry regain a sound operating posture.

Key among the suggestions was the IBT request that Congress accord displaced workers income protection and priority reemployment status.

The IBT also urged Congress to require the ICC to fulfill its mandates under the law properly: by ensuring that applicants for operating certificates are fit, able and in conformity with ICC rules and DOT regulations; that certificates not be issued to carriers beyond the scope for which they've applied or are able to service; that the ICC ensure that new carriers fulfill their common carrier obligation to provide service to small shippers and small communities, and that they monitor rates to prevent predatory pricing practices.

**O**ther IBT proposals addressed the treatment of owner-operator costs, the need for written contracts for the movement of exempt commodities, the assignment—without authority—by the ICC of single source leasing by owner-operators as private carriage, and the need for adequate insurance coverage and safety standards among all operators of regulated carriers.

Immediately, one good result came from the hearings. The subcommittee, jarred by the differences in union/industry and government testimony on the impact of the legislation, ordered three different government agencies to work with the Teamsters to determine the effects of the Act so far. The union had been seeking that for two years.

The government, and especially the ICC, still contend that deregulation has proved a success. Teamsters and the regulated motor carriers know otherwise and will continue pressing to convince Congress that changes are necessary if this industry is to survive.



# Announcing 1982's IBT Scholarship Winners

**T**he International Brotherhood of Teamsters is proud, for the 16th year in a row, to announce the outstanding students selected as this year's International scholarship recipients.

The 10 1982 winners, chosen after a competition in which 3,800 Teamster sons and daughters competed, were selected from among the semi-finalists by a four-person impartial scholarship selection committee. Two scholarships were awarded in each of the five Teamster area conferences, each of them valued at \$6,000.

This year's scholarship recipients include: Stanley P. Pensak and David J. Collins, Eastern Conference of Teamsters; Gregory E. Baker and Karen L. Herczeg, Central Conference of Teamsters; William T. Forehand and Dorothy M. Brochey, Southern Conference of Teamsters; Kaming Yee and Michelle Hart, Western Conference of Teamsters; and Dwayne J. Mott and Ardel M. VanWinkle, Canadian Conference of Teamsters.

*Representing the Eastern Conference of Teamsters are scholarship winners Stanley P. Pensak and David J. Collins.*

Stanley P. Pensak hails from Bishop Connolly High School in Fall River, Mass., graduating first in a class of 137.

Stanley was a member of the math team, editor of the yearbook and one of the founders of the school humor magazine. He was a National Merit Scholarship finalist, a representative to the American Legion's Boys' State in 1981, a commended representative to his state's Olympiad Math Society and semi-finalist in the NMSQT.

He's the son of Stanley P. Pensak, Sr., a Teamster Local 526 retiree and former laborer for the city of Fall River, and plans to attend Rensselaer Polytechnic Institute this fall to major in computer science.

David J. Collins graduated first in his class of 174 from Bartlett High School in Webster, Mass.

Collins, president of the Future Scientists Club, also was editor of the school newspaper, a member of the band, cross-country and track teams, Regional Student Advisory Council and Latin Club. David also was a member of the National Honor Society with a listing in Who's Who in American High School Students, and earned many other distinctions, among them: the Worcester Regional Science Fair Special Award; distinction at the Mass. State Science Fair and the BHS Science Symposium; America's Outstanding Names and Faces; the NAJE Jazz Musicians'

Award, and the Harvard Radcliffe book awards.

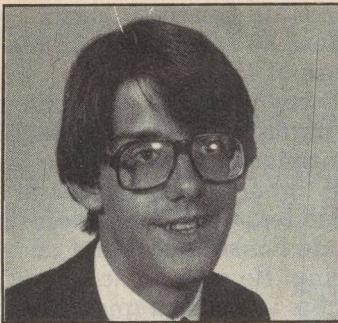
David, the son of Norma A. Collins, a keypunch operator for P. Wajer & Sons and member of Teamster Local 170, plans to attend Massachusetts Institute of Technology, where he will major in chemical engineering.

*Representing the Central Conference of Teamsters are scholarship winners Gregory E. Baker and Karen L. Herczeg.*

Gregory E. Baker graduated first in a class of 429 from Madison East High School in Madison, Wisc.

Among his interests are the student government, tutoring, Badger Boys' State citizenship, varsity volleyball, the school's newspaper, a post as church acolyte, as well as statistician participation for the basketball team. A member of the National Honor Society, he received a letter of commendation from the National Merit Scholarship Foundation, was on the Honor Roll with Distinction, and was awarded the Youth Appreciation Citation.

He is the son of Joseph E. Baker, a driver for LCL Transit Company and member of Teamster Local 200. Gregory plans to attend the University of Wisconsin.



DAVID J. COLLINS



STANLEY P. PENSAK



GREGORY E. BAKER



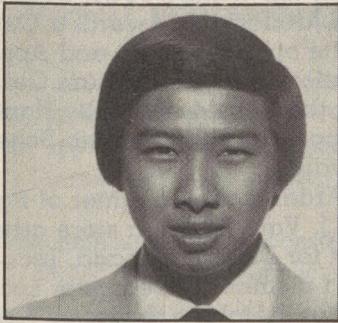
KAREN L. HERCZEG



WILLIAM T. FOREHAND



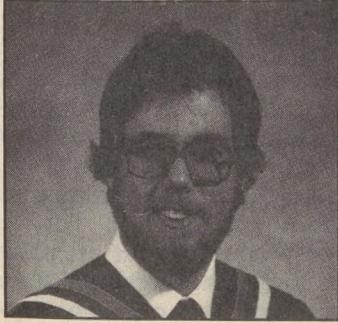
DOROTHY M. BROCHÉY



KAMING YEE



MICHELLE HART



DWAYNE J. MOTT



ARDEL VAN WINKEL

sin at Madison this fall to major in engineering.

Karen L. Herczeg hails from J. W. Riley High School in South Bend, Ind., where she graduated third in her class of 324.

Karen has many interests, among them the Glee Club, the Spanish, Latin, Drama and Human Resources Clubs, Student Council, class representation, swim team and football. She is a volunteer for several charities, the March of Dimes among them.

Karen was a National Merit Commended Scholar and also earned the NHS Riley Honor Award, the High Honor Roll and honorary awards from the Michiana Mathematics Contest and the South Bend Mathematics League at Notre Dame.

She is the daughter of Lewis R. Herczeg, a route salesman for Domestic Linen Supply and member of Teamster Local 364 in South Bend. Karen plans to attend Purdue University, where she'll pursue an engineering major this fall.

*Representing the Southern Conference of Teamsters are scholarship winners William T. Forehand and Dorothy M. Brochey.*

William T. "Todd" Forehand graduated ninth in his class of 742 from Winston Churchill High School in San Antonio, Texas.

Todd's many activities during high school included participation in the Young Artist's Night Gallery, the Model United Nations and Operation Catapult. He was a member of the basketball team, the Science and Explorers' Clubs and Junior Achievement.

On the academic side, he was a member of the National Honor Society and the Who's Who in American High School Students and Foreign Language Students; he also was a National Merit Scholarship finalist, a member of the National Spanish Society, and the

(Continued on next page)

school's nominee for the Optimist Club's Youth in Science Award.

Todd, the son of Braniff International customer service agent Billy R. Forehand, a Teamster Local 19 member, plans to attend Southern Methodist University to pursue an electrical engineering major.

Dorothy M. Brochey graduated from Hialeah-Miami Lakes Senior High School, where she ranked 19th in her class of 665.

Dorothy's school activities included the school newspaper, the Spanish, Astronomy and Heritage Clubs and the Social Studies College Bowl team. She also was inducted into the National Spanish Honor Society, won numerous English and creative writing awards and placed highly in the Dade County Spanish Competition and State Spanish Language Competition.

She's the daughter of Edward L. Brochey, a retired driver for Custom Cartage Company and Local 390 member, and plans to attend Biscayne College to study elementary education.

**Representing the Western Conference of Teamsters are scholars Kaming (Wilson) Yee and Michelle Hart.**

Kaming (Wilson) Yee graduated first in his class of 314 from Sacramento High School in Sacramento, Calif.

Kaming, a highly motivated student, was involved with many school activities, including the California Scholarship Federation, the Chess Club, the Mathletes, the marching band, tutoring and the college head-start program. He represented his school at a number of symposiums, including the Sacramento County National Energy Foundation's "Youth Wants to Know" and the Sacramento County Academic Decathlon.

Academic distinctions include the Rensselaer Medal, the school physics, chemistry, history and geography awards, the Seymour Memorial Finalist

award and membership in the Society of Distinguished American High School Students. His achievements in math led to many top awards in national and local competitions, expertise he shared by tutoring struggling fellow students.

Kaming is the son of Hau Chun (Jean) Yee, a cannery worker for Contadina Foods and member of Teamster Local 857. He plans to attend California Institute of Technology in the fall, majoring in both electrical engineering and computer science.

Michelle Hart graduated 11th in her class of 605 from Kentridge Senior High School in Kent, Wash.

Michelle was editor of her yearbook, assistant editor of the school newspaper, on the debate team, in the school orchestra and was a member of the Explorers. She also was a member of the Butler County Historical Society, the Writers' Guild and a Junior Religious Representative.

As a member of the school debate team, she won a degree of excellence award from the National Forensics League, participated in the American Legion Oratorical Interdistricts and the state speech finals for Pennsylvania and Washington and was named the Outstanding Speaker by the Student Congress of North Catholic High School. She also had her verse published in the Pittsburgh Post Gazette.

This Teamster youngster is the daughter of Jack W. Hart, a utility worker for the city of Kent and Teamster Local 117 member. She will attend the University of Chicago to pursue a major in political science and hopes to obtain a law degree someday.

**Representing the Canadian Conference of Teamsters are scholarship winners Dwayne J. Mott and Ardel VanWinkel.**

Dwayne J. Mott graduated

from Saunders Secondary School in London, Ontario, where he ranked 12th in his class of 450.

Dwayne excels academically in mathematics and science, consistently attaining the honor roll throughout his years at Saunders. His other interests include basketball, band and tutoring. He also has coached others in softball and baseball.

He is the son of Donald G. Mott, a driver for Bondy Cartage and member of Teamster Local 141. Dwayne plans to attend the University of Waterloo in Waterloo, Ontario.

Scholarship winner Ardel M. VanWinkel graduated from Denis O'Connor High School in Whitby, Ontario, 11th in her class of 63.

Ardel's extracurricular pastimes included Junior Achievement, choir, swimming, and the French, badminton and outing clubs. She also served as a volunteer at the Durham Center for the Developmentally Handicapped and has been involved in local environmental issues.

Among her awards are the Certificate pour Excellence en Francais, many certificates of merit and mathematics awards, the Certificate of Appreciation from the Whitby Town Council, the Jubilarian's Award, a Certificate of Recognition and Appreciation from the Durham Center for the Developmentally Handicapped and the Ontario Scholar Award.

Ardel is the daughter of Robert J. VanWinkel, a store attendant for Dupont Canada, Inc., and member of Teamster Local 1166. She plans to attend York University to pursue a major in history or pre-law.

The International Brotherhood of Teamsters congratulates this year's winners in the scholarship competition, as well as all the outstanding youngsters around the United States and in Canada who applied. The union wishes all our members' sons and daughters continued success in their academic careers.

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS



## Application for the 1982-1983 Program of the International Brotherhood of Teamsters Scholarship Fund

Do not submit until ..... **September 15, 1982**  
Application Due Date ..... **November 30, 1982**

### I. APPLICATION CRITERIA

The IBT Scholarship Fund awards ten scholarships annually to outstanding high school seniors. Due to the great number of applicants to this program and as this program is extremely competitive, all applicants must comply with the following eligibility and application criteria. Each applicant must:

1. be the son or daughter of an active, retired, disabled or deceased Teamster member who has or had at least twelve months of consecutive membership in the Teamsters Union.
2. be in his/her last year of high school and may not apply if he/she has already graduated from high school.
3. be in the top 10% of his/her high school class.
4. plan to submit excellent SAT or ACT scores for evaluation.
5. display financial need.
6. plan to attend a regionally accredited college or university. Those who plan to attend non-academic or certificate programs may not apply.

### II. ADDITIONAL REQUIREMENTS

After completing this form in its entirety, the applicant must submit it to his/her parent's Local Union for approval. Upon approval, the Local Union will forward the application to the Scholarship Fund. After the Scholarship Fund receives and processes the application, the applicant will be sent a kit with requirement information and registration forms. These kits will be ready for mailing in mid-October.

It is the applicant's sole responsibility to submit the following requirements to the Scholarship Fund no later than March 31, 1983. Please note that all applicants will be provided with the necessary materials to do so.

1. An official copy of the **high school transcript** which includes **class rank**. (Those who do not provide class rank must submit the results from three separate ATP Achievement Tests.)
2. **SAT results** (IBT Scholarship Fund Code Number is 0518)  
or  
**ACT results** (IBT Scholarship Fund Code Number is 0670)
3. The **CSS' Financial Aid Form** (Scholarship Fund Code Number is 0518)  
or  
The **ACT's Family Financial Statement** (Scholarship Fund Code Number is 0670)



#### IV. SECRETARY-TREASURER'S STATEMENT OF APPROVAL

These sections are to be completed in their entirety by the Teamster parent's Local Union. This application will not be processed without this membership verification.

1. Teamster Local Union Number \_\_\_\_\_

**Local Union Address** \_\_\_\_\_

**2. Area Conference Affiliation (check one):**

Canadian       Central       Eastern       Southern       Western

3. Full Name of Teamster Parent \_\_\_\_\_

**Employer Name and Address** \_\_\_\_\_

**Teamster Parent's Occupation** \_\_\_\_\_

4. Teamster Parent's Ledger or Social Security Number \_\_\_\_\_

5. **Membership Verification:** I hereby certify that the above-named Teamster member has not been an officer or employee of this Local Union and has not been suspended from membership (check the appropriate letter below):

a. \_\_\_\_\_ for a minimum of 12 consecutive months without taking a withdrawal card prior to the application deadline of November 30, 1982.

b. \_\_\_\_\_ for a minimum of 12 consecutive months without taking a withdrawal card prior to his/her (circle one): retirement/disability/death.

c. \_\_\_\_\_ since \_\_\_\_\_ after depositing a withdrawal card which was taken on \_\_\_\_\_, and  
month and date after Nov. 30, 1981 month and date

that during the 12 consecutive months prior to this withdrawal, he/she was not a Local Union officer or employee and was not suspended from membership.

d. \_\_\_\_\_ since \_\_\_\_\_ after his/her transfer from Local Union \_\_\_\_\_. I have checked month and date after Nov. 30, 1981

into his previous membership record with Local Union(s) \_\_\_\_\_ and his total consecutive months of membership add up to 12 months (check one):  yes  no.

6. I verify, on the basis of the Teamster parent's membership record, that his/her son or daughter would be eligible to apply for this program (check one):  yes  no.

## 7. Signature of Secretary-Treasurer

## 8. Local Union Seal

Date

Upon completion please forward this application to:

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND  
25 LOUISIANA AVENUE, N.W., WASHINGTON, D.C. 20001**

After December 10th, 1982 applications will no longer be processed.

## THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND

The Scholarship Fund, established by the 1966 convention of the International Brotherhood of Teamsters, provides ten scholarship awards annually with a value of \$6,000 each for use over a four-year period at the rate of \$1,500 per year.

Two Scholarships are awarded in each of the five Area Conferences of Teamsters. Scholarship recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by the Scholarship Selection Committee. Due to the number of applicants to this program and as this program is extremely competitive, only those students who exemplify academic excellence should apply.

Applications and Guide Booklets will be distributed to all Teamsters Union offices in September. Eligibility requirements, academic guidelines and other information will be detailed in the Guide Booklets. All applicants will be provided with additional information upon receipt and processing of their applications. This information will be ready for mailing in mid-October.

# In Defense of the 'Right to Know'

The right of the American worker to know the precise identity of workplace chemicals was one of the chief issues raised by labor, as the Occupational Safety and Health Administration (OSHA) held week-long public hearings on its proposed "Hazard Communications" standard. The current proposal is a watered-down version of the right-to-know standard proposed by Eula Bingham's OSHA in 1981, but recalled for "review" when now-Assistant Secretary Thorne Auchter took office.

Testifying on behalf of General President Roy L. Williams, Warren Rheaume of the IBT safety and health staff voiced the opposition of the Teamsters Union to the proposed standard. Rheaume pointed out that the OSHA proposal failed to cover millions of workers in non-manufacturing trades, including

transportation workers. "Our members who are exposed to toxic chemicals but who happen to work in non-manufacturing jobs should not receive less information about the hazards they face," read the IBT position paper.

The union had one other major objection to the OSHA proposal. As written, the proposed standard would give chemical manufacturers virtually unlimited discretion to withhold vital hazard information on chemicals, under the "trade secrets" provisions of the rule. The IBT strongly protested this language, and called for a standard which would allow manufacturers to protect bona fide trade secrets, while not providing employers who merely wish to avoid disclosure of chemical hazards with a means to do so.

While the narrow coverage of the standard and the trade se-



crets language were the two main issues addressed in the IBT testimony, Rheaume noted several other serious deficiencies in the OSHA proposal, among them:

- Exclusion from coverage based on percentage of a chemical in a mixture;
- Exclusion of piping systems from labeling requirements;
- Lack of definitions for health hazards;
- Lack of specific guidelines for hazard determination;
- Lack of a requirement for written hazard communication programs;
- Lack of a requirement that chemical identities appear on labels;
- Failure to require that chemical identities appear on workplace chemical lists.

The Teamsters concluded their testimony by offering OSHA any and all assistance possible in formulating a workable, effective standard that will be truly protective of American workers dealing in any fashion with toxic substances that could endanger their health.

"Our legal obligation to represent our members, OSHA's statutory obligation to protect the American worker, the industry's common law tort duty, and the duty each of us has as a member of the human family—the duty to keep others from harm, all demand such an effort," Rheaume noted.

Below, the IBT's Warren Rheaume (center) testifies.



# Industrial robots are on the march—

... and there's nothing anybody in the world can do about it.

**R**obots, some call them "steel collar workers," are replacing skilled humans in industrial manufacturing work much faster than was foreseen 10 years ago.

Already there are about 25,000 programmable robots—their mechanistic abilities guided by computers—at work in industrial production around the globe.

Japan leads the way with 15,000 robots in its plants. The United States, which has tripled its total of robots in the past two years, has about 4,000 of the machines in operation.

The remainder of the world robot population is busy with loading machine tools, spray painting, spot welding and other tasks along with assembly work in West Germany, France, Sweden and Britain.

Japan, in a few short years, has become the acknowledged world leader in robot utilization. The U.S., meanwhile, has tended to emphasize sophistication rather than quantity in its pursuit of robotics.

Nevertheless, it has been estimated there will be 100,000 robots operating in American factories by 1990. That robot army will occupy the jobs of about one million flesh-and-blood skilled American workers who might have been holding them.

America's robot prospective for 1990 contrasts weakly with

that of a single Japanese firm, Matsushita Electric Industrial Co., which definitely plans to have 100,000 robots working in its factories—also by 1990.

"By the end of this century," says Yukio Hasegawa, an engineer in Tokyo, "no nation will be able to maintain an internationally competitive base (in manufacturing) without robots."

Hasegawa is convinced that Japan's industrial plants will be slave-driving a million robots 20 years from now.

There has been no estimate made along this line for the U.S.

## How Far To Where?

The potential of the robot advance in industrial manufacturing is unlimited. Events have proven the advance also is unstoppable.

Consider, for example, there is already a robotic plant producing, that's right—robots.

The pioneering plant, first of its kind, was opened at Nagoya, Japan, last October by Yamazaki Machinery Works, Ltd. It cost nearly \$19 million to put together.

Only a few humans work at the Yamazaki plant. They direct cranes that load metal castings onto fixtures that are then wheeled automatically to a storage area.

Otherwise, the entire work force is composed of robots. There is one exception, a night

watchman, who walks about as the robots mill castings weighing tons and move them about the plant unassisted by people until dawn.

Those who witnessed the Yamazaki plant commence production called it a scene of "eerie, antiseptic efficiency . . . everything is clean, oiled and steely." There was no human flotsam of coffee cups, cigarette butts and so forth.

Yamazaki's robot-making installation is called the most impressive of several workerless plants now operating in Japan. It employs what the Japanese call "mechatronics"—a blending of computer equipment and programming with traditional mechanical automation.

Today there are 140 robot manufacturers in Japan compared with 20 in the U.S.

Whether one country's robots are more advanced than those of another is of little importance. The thing is, robots are being constructed at the fastest possible pace.

The cheapest industrial robot costs about \$25,000. The fancier metallic workers go as high as \$70,000.

## Robotic Impact

There are some devastating parallels that reveal the impact of what industrial robots have done and will do.

At the beginning of the 1970's, the Japanese auto industry was

producing between 2.5 million and 3 million cars a year with about 450,000 employees. By 1980, the industry had increased its output to more than 10 million cars a year while employing the same number of people. Robots did the rest of the work.

Recognizing the trend, Ichiro Shioji, head of the Japan Auto-workers Union, has predicted that robots will be doing nearly 90 percent of current auto production jobs by the end of this decade.

General Motors Corporation is well on its way to the same experience. It already has the largest robot program of any company in the U.S. Paul Aron, executive vice president of Daiwa-Securities America, Inc., believes GM will be utilizing 14,000 robots by 1990.

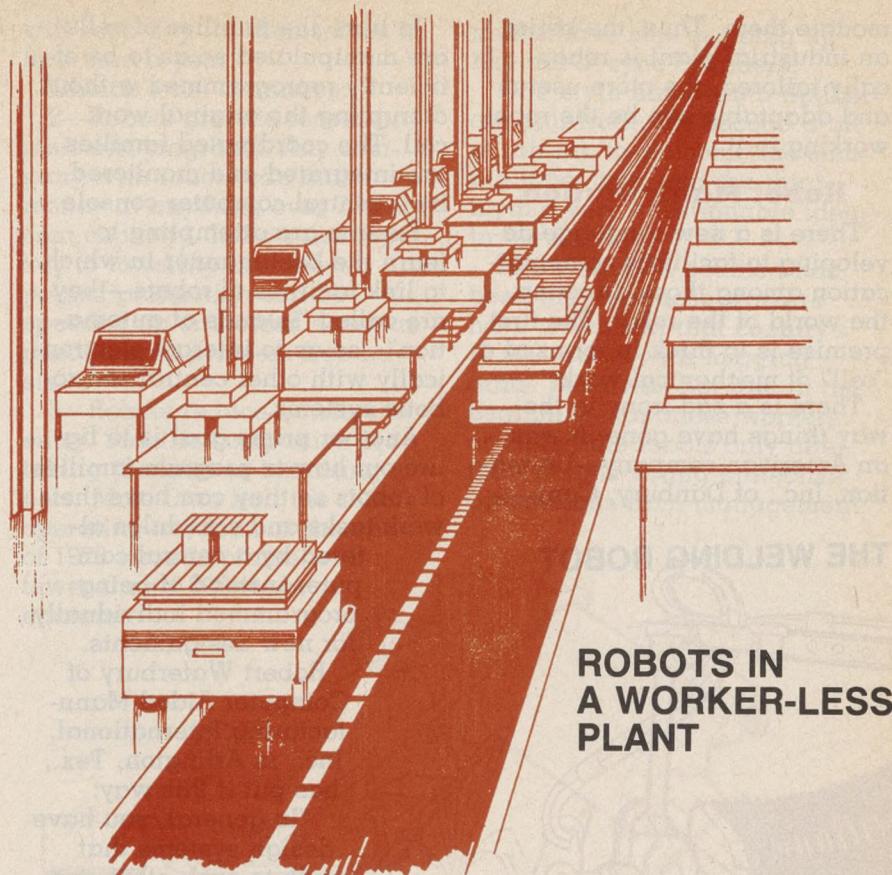
Roger B. Smith, chairman of GM, has confirmed the outlook in a way, saying recently: "Every time the cost of labor goes up \$1 an hour, 1,000 robots become economical."

There is a deceptive mirage connected with the field of robotics. Robots, country by country, are utilized much differently. About 35 percent of all American robots do spot welding, for instance, compared with but 15 percent of all Japanese robots doing the same task.

Inevitably, engineering achievements and the changing nature of the human work force must narrow such differences on an international basis.

Most robotic research is aimed at improvement in the electronics rather than the mechanics of robot maneuverability. Therefore, the "brains" of robots—called microprocessors—are expected to improve at a faster rate than the manual dexterity of the machines.

The Japanese government's Ministry of International Trade and Industry has become very conscious of the need for ever-smarter robots. The ministry is pushing a \$150 million program



## ROBOTS IN A WORKER-LESS PLANT

toward that goal in the next seven years.

### Machine Definition

There are varying definitions of what kind of machine it takes to qualify as an industrial robot. One of the most colorful descriptions appeared recently in the *New York Times*:

"The robot—a diving, twisting, thrusting hybrid of computer and machine tool that bears no resemblance to the fanciful machines in movies such as *Star Wars*—has become a pivotal piece of equipment in the automation effort."

"Its advantages over human beings include speed, tirelessness, repeatable accuracy and a tolerance for dangerous, uncomfortable or depressingly monotonous jobs.

"Unlike traditional machine tools, it can be reprogrammed to perform new tasks instead of being junked when a production run ends.

"And newer systems,

equipped with vision and other sensors, can recognize defects and adjust to handling misfed or misaligned parts on the assembly line."

That definition, as entertaining as it is, fails to stress one important fact: Today's robots replace skilled workers whereas yesterday's automated machines replaced unskilled manual labor only.

A more practical and accurate definition might be:

An industrial robot is a multi-functional device, mobile or stationary, equipped with artificial intelligence that can be programmed to perform various skilled tasks—individually or in unison with other robots—so as to dramatically improve industrial productivity and quality control without the aid of a human hand.

Industrial robots have one glaring weakness. Their ability to work effectively is in direct ratio to their environment which must be customized to accom-

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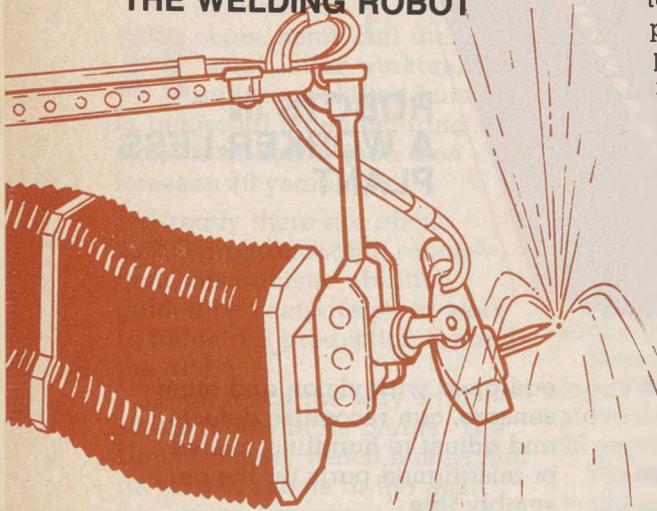
modate them. Thus, the better an industrial plant is robotically tailored, the more useful and adaptable can be the robot working in it.

### Robot Manipulation

There is a new language developing to facilitate communication among those directing the world of the robot. The first premise is to think in terms of a "cell" of mechanical work.

There is a sad irony in the way things have gone. It was an American company—Unimation, Inc., of Danbury, Conn.—

### THE WELDING ROBOT



which produced the first practical industrial robot in 1961.

But Unimation's product attracted scant domestic attention. Joe Engelberger, founder and president of the company, visited Japan with his wares about 15 years ago. The Japanese went wild over the potential they saw.

Kawasaki Heavy Industries, Ltd., was the quickest to move. Kawasaki produced the first Japanese-made robot in 1969—and it was born of a license from Unimation.

Forming the base of the cell is the single robot with its programmed control system. It must be coordinated with other robots to feed parts, clear away finished parts, make repairs, change tools, etcetera, so that several cells of robots compose a work center or "family."

In turn, the families of cells are manipulated so as to be efficiently reprogrammed without disrupting the original work cell. The coordinated families are integrated and monitored by a central computer console.

Experts are attempting to learn the best manner in which to link families of robots—they are called "islands of automation"—so as to interact electronically with other centralized robotic systems.

Another prime goal is to figure out how to program families of robots so they can have their work tasks and schedules altered by a central computer instead of being programmed individually for new assignments.

Robert Waterbury of Computer Aided Manufacturing International, Inc., in Arlington, Tex., has put it this way:

"In general, you have design systems that talk to each other and manufacturing systems that talk to each other, but not design systems that talk to manufacturing systems."

Until now, robot industrial usage has been limited largely to forging, welding, spray painting, material handling, inspections, etc. Robots long have been able to assemble simple parts.

It is believed that the growing corps of highly-paid robotic engineers will have succeeded by 1990. They will make it possible for a new generation of smart "seeing and feeling" robots to perform a much greater range of complex work tasks.

### Licensing and Cousins

Robotics has finally hypnotized America's corporate giants, in effect assuring multinational parentage of the industrial robot in the future.

IBM Corporation recently announced the signing of a licensing agreement so that it can use the robot designs of a Japa-

nese firm. Another company, DeVilbiss Co., of Toledo, Ohio, is manufacturing a robot of Norwegian design under a similar contract.

Some corporations are hedging their bets on the robotic future. General Electric, which initially signed an agreement so it could build an Italian-designed robot, recently added an agreement with Hitachi of Japan to produce robots under the GE stamp. Early this year, GE inked yet another contract to produce robots designed by Volkswagen of Germany.

Not to be outdone, Westinghouse Electric signed a pair of licensing contracts recently to build and market welding robots designed by two Japanese companies.

The list of American firms hopping onto the robotic manufacturing bandwagon increases almost weekly. They know they have clients waiting to buy the payroll-saving machines. Most of the licensing contracts are with Japanese and German outfitts.

Unimation was considered the manufacturing king of industrial robots for 10 years. Now companies in other countries are close to unseating Unimation if such has not already happened.

Licensing has stripped all restraints from robotic design and implementation. Soon there will be a need for an international index of robot "cousins."

### Leasing Program

It is not generally realized but Japan has always been as great an innovator as it has been an imitator. An example is Japan Robot Lease (JRL).

JRL, encouraged by the Japanese government, is credited with being the first organization to lease robots to small businesses. The company makes the steel collar workers available for a reasonable fee.

The customers usually are smaller firms that have problems filling a special job in certain seasons of market demand

or employment. The tailored robot, of course, recognizes no season. It can work as little or as much and as long as needed.

JRL wisely inaugurated a system of robot exchange in its leasing program. It provides that a company can trade today's robot for an improved model when it comes along later.

Robotic leasing gives the small manufacturer an edge never before enjoyed. He does not have to tie up his money in the outright purchase of machinery that may become obsolete. Robot exchange, of course, keeps him up to date.

It is noteworthy that leasing was never a common business practice in Japan until the advent of JRL. The government, believing growth of a robot industry to be important, brought pressure upon 24 robot makers and 10 insurance companies to get JRL created. Another encouragement was to confer special tax depreciation benefits upon companies utilizing robots.

Leasing under JRL has stabilized and improved both the operating and financial status of most of Japan's small industry.

### Strategy from History

Japan, with an already vast experience in industrial robotics, has compiled a management history on robot usage more extensive than any other nation.

A brief rundown on management's lessons can indicate some ideas that merit scrutiny by organized labor. Kenichi Ohmae, one of Japan's leading consultants, has listed five strategies that management must consider in the employment of the new steel collar workers. According to Ohmae:

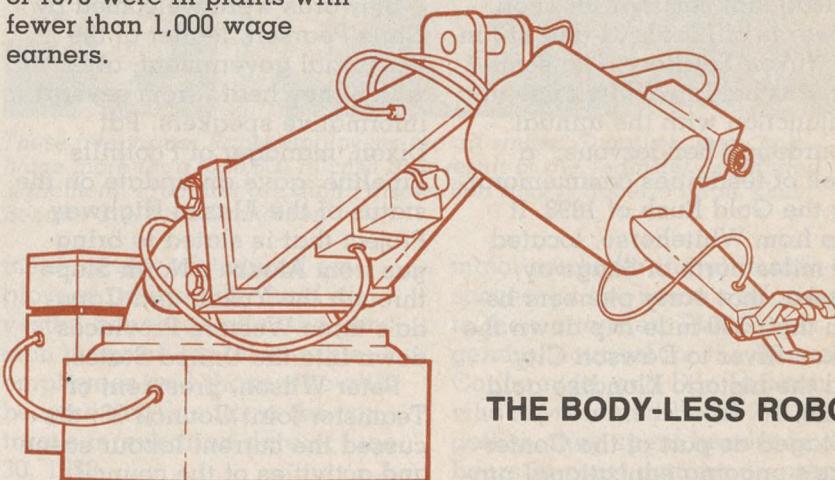
"Lesson number one is that robots will shake up the structure of industries where labor accounts for a significant portion of manufacturing costs. . . . Reasonably sophisticated robots working two shifts a day

will soon pay for themselves in less than a year."

Ohmae's list continues:

2—Robots provide recession resistant programs. Any company with robots can make money at anything over 70 percent capacity. Robots are the key to lowering break-even points; production can be speeded up or slowed down as needed on a problem-free basis.

3—Robots reduce barriers to entry. Smaller companies are taking the lead in installing robots. More than half the robots operating in Japan at the end of 1979 were in plants with fewer than 1,000 wage earners.



**THE BODY-LESS ROBOT**

4—Robots greatly increase manufacturing flexibility. The availability of high quality labor no longer is a primary factor in determining the location of a new plant. Industrial corporations have found a sudden, surprising freedom in being able to minimize the cost of other logistics such as transportation, energy, etc.

5—Companies can benefit from robots only if they take great care in preparing for their introduction. As Ohmae says, "Management must make sure, for example, that it doesn't alienate workers and unions."

### Three Myths and a Story

In nearly all the articles published in American newspapers and magazines on the subject of industrial robots during the past couple of years, three

myths have kept popping up like out-of-sync cylinders.

One myth has been a deliberate half-truth, the second a bit of rah-rah to welcome the coming robot age, and the third myth a very questionable idea in the least.

The first myth peddled has been that Japanese workers have welcomed that country's 15,000 robots with hugging arms. Such was not true in the beginning. Japanese workers accepted the robots only after their unions wrung protective concessions from management.

The second myth tossed about is that robots will create a whole lot of new jobs for people. Sound familiar? There is a curious aspect to this myth, however, and that is nobody ever gets down to cases on how the new jobs will actually come about.

The third myth is that robots will make life easier. The immediate question to that idea is—easier for who and in what way? The second question is—as easy for the poor as for the rich?

Then there is the science fiction story set in the United States sometime in the future. The story begins by describing a 20-block line of jobless workers stalled in their progress because the robot that distributes the unemployment benefits is malfunctioning.

## Conference News

# Labor Education in The Far North



The Canadian Conference of Teamsters recently convened an

educational seminar for shop stewards of Locals 31 and 213 in the Yukon Territory. The seminar was held in Whitehorse in conjunction with the annual "Sourdough Rendezvous," a week of festivities commemorating the Gold Rush of 1898. It was from Whitehorse, located 100 miles north of Skagway, Alaska, that early pioneers began their 500-mile trip down the Yukon River to Dawson City and the historic Klondike gold fields.

Staged as part of the Conference's ongoing educational program and funded by a Cana-

dian government grant, the seminar was judged a real success by the 25 stewards and all the local union officers in attendance.

Stewards were welcomed by Chris Pearson, leader of the Territorial government, after which they heard from several informative speakers. Pat Dixon, manager of Foothills Pipeline, gave an update on the status of the Alaska Highway Project that is slated to bring gas from Alaska's North Slope through the Yukon and Canada's three Western Provinces down into the United States.

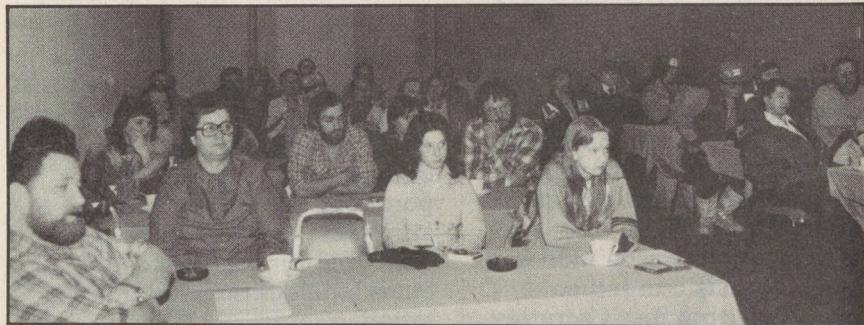
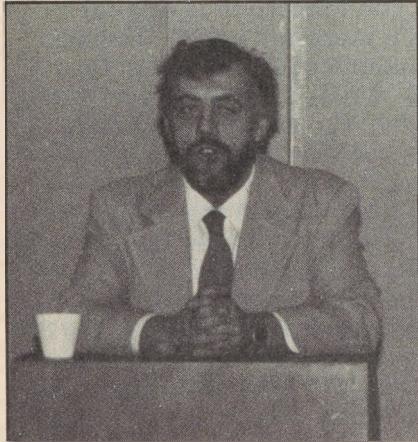
Peter Wilson, president of Teamster Joint Council 36, discussed the current labour scene and activities of the council, while Doug McLeod, president

of Local 31, zeroed in on the proposed deregulation of Canada's trucking industry and the threat it poses to Teamsters.

Duke Parrish and Ron Douglas brought the stewards up to date on the Conference's Employee Assistance Programs and some of the current trends concerning unions' legal duties in representing their members. Newly appointed International representative, Ed Zimmerman, reviewed recent organizing efforts in both Canada and the United States.

A highlight of the session was a mock grievance exercise in which the stewards adopted the roles of management and labour, and took the case of a fired employee through the grievance procedure and on into arbitration. They argued their case before Padraig O'Donoghue, Director of Legal Affairs for the Territorial Government and well-known local arbitrator. He provided the stewards with invaluable first-hand experience in preparing and maneuvering a difficult case through the grievance and arbitration processes.

At right, delegates to the Yukon Territory stewards' seminar. Below, is Wayne Palmer, Local 213 representative and stewards' seminar chairman.



# TEAMSTER MEMBERSHIP:

## An Investment That Paid Off in Millions For Terminated Pabst Workers

**V**igorous representation by the Teamsters Union Brewery and Soft Drink Workers Conference resulted recently in a mammoth backpay victory for some 500 ex-Pabst Brewing Co. employees involved in a severance pay dispute.

The workers, all employees of Pabst's Peoria, Illinois plant whose jobs were terminated in January of this year, will share cash and benefits worth \$18,000,000. The settlement's being looked on by many of the workers as a king-size bonus for their decision in 1975 to end their independent local union status and to join the Teamsters.

The \$18 million pay-off was the end result of a long, involved battle by the Teamster conference and Teamster Brewery Local 770 who joined in trying to prevent the closing of the plant, and subsequently, when that effort failed, had sought to reach a satisfactory settlement of all outstanding claims.

A final award came from Arbitrator Sidney A. Wolff in early July. The arbitrator ruled that the company "violated the Labor Agreement of July 1, 1980—June 30, 1983 when it closed its Peoria Heights facility and assigned or transferring (sic) work of that facility outside of the Peoria bargaining unit." He ordered the company to make substantial adjustments in severance pay, to continue health and welfare coverage in its present form for all employees for the balance of the agreement ending June 30, 1983; to continue for life the health benefits accorded under the agree-



These five former Pabst employees are all smiles. Together, they took home more than \$150,000 in cash as a result of the Teamster negotiated settlement. From left are: Ron Farrow, Bob Henry, Robert Fulton, Don Bennett and Buzz Schneider.

ment for already retired employees and to fully fund all vested benefits under the pension program for all eligible employees and those who will become eligible up to the contract's termination date of June 30, 1983.

This mammoth victory for the Brewery Conference and Teamster Local 770 was greeted with overjoyed relief by the workers, who knew that but for the union's support, they might have lost everything.

"The key to our whole battle was our conviction that the contract protected us against transfer of the Peoria work to other plants and we made up our minds that we were going to fight for it," said Brewery Conference Secretary-Treasurer Charlie Klare who, together with Local 770 President Bob Henry, headed up the union negotiating team.

What followed was a long series of legal actions, temporary restraining orders, court appearances, repeated efforts for a negotiated settlement, and finally, the arbitration before Arbitrator Wolff.

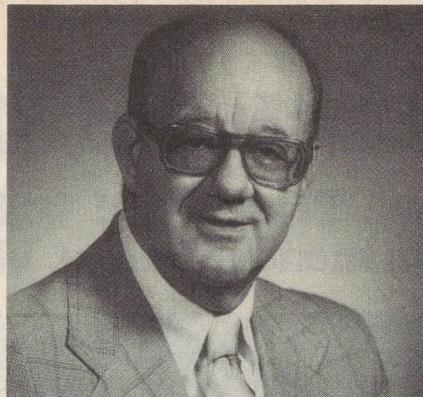
Henry and Klare agree that

major credit for the ultimate success of the union's efforts go to their attorneys: Phil Sipser, general counsel for the Brewery Conference, and Don Jackson, who represented Local 770. Together, they spent hundreds of hours in court actions, in preparation of briefs and in the presentation of the union's case before the arbitrator.

Under the terms of the award, employees with 20 or more years of service will receive a walloping total cash payment of \$32,000 in severance pay each, with amounts for workers with lesser time ranging from a minimum of \$1,604.80 up to the maximum of \$32,096.00.

One happy ex-Pabst Peoria worker described his feelings about the situation this way: "Hey, I'm proud and happy with the settlement and the protection it gives me and my family. But I also feel good for another reason. I worked most of my life in that plant and it was just great to have somebody say to these companies, you just can't do that to me and walk away—you owe me something. The Teamsters did that and I'm tickled."

## Active IBT Locals



### ALLENTOWN, PENNSYLVANIA

#### Teamster's Death Is Noted

Howard "Bud" Hontz, Jr., a veteran Teamsters Union member for more than 35 years, passed away recently at the age of 56. Hontz had served as a business agent of Allentown, Pa., Teamster Local 773 for more than 20 years before his untimely death due to a months long bout with cancer. He will be missed by brother and sister Teamsters.

### NEW BEDFORD, MASSACHUSETTS

#### Local 59 Does Mass. Proud At House Seafood Day

Teamsters from Local 59 up in New Bedford, Mass., demonstrated their wares before members of the United States Congress recently at a New Bedford Seafood Day hosted by 12th District Congressman Gerry Studds in the U.S. Capitol's House Dining Room. There, on April 27, 1982, patrons of the dining room were treated to complimentary bowls of New England's finest—creamy fish chowder.

The event was sponsored by the New Bedford Seafood Council, which is comprised of representatives of Teamster Local 59 and Bedford, Mass., fishing vessel owners.



Approximately 1,500 Teamsters work the crews of the fishing vessels that operate out of the Massachusetts port city, which is the largest commercial fishing port on the East Coast.

Here, Teamster Local 59 Vice President Bob Vieira, a representative of the Council, discusses problems facing the fishing industry with Congressman Studds during Seafood Day.



### PHILADELPHIA, PENNSYLVANIA

#### A Big Occasion for Teamster Local 830

Teamster Local 830 of Philadelphia celebrated a historic occasion recently—the groundbreaking for a new headquarters building. Joining Local 830 President Sid Marrama and Secretary-Treasurer Vincent Improto at the ceremony were Robert Flynn (left), Eastern Conference of Teamsters; Maurice R. Schurr (second from right), International Vice President and Local 929 President, and Jerry Schultheis from the Eastern Conference (right). Construction on the new local union hall is already well underway; completion is expected by the end of the year. Local 830's new home will also house the union's health and welfare fund and credit union. An auditorium on the second floor is expected to accommodate more than 500.

## ELMSFORD, NEW YORK

### Taking Aim on Union-Busters

Taking the offensive against union-busters is Teamster Local 456 Secretary-Treasurer Arthur "Otto" Revellese, who was recently named to head a 40-union coalition group, the Committee Against Union-Busting, headquartered in Elmsford, N.Y. The group plans to monitor seminars being convened by law firms and consultants specializing in union-busting and through demonstrations and other lawful means, to call attention to their anti-union activities.

Revellese was tapped for the leadership role on the basis on his long association as secretary-treasurer of the Union Lawyers Educational Conference, an organization that is influential in educating union officials on the dangers union-busting poses.

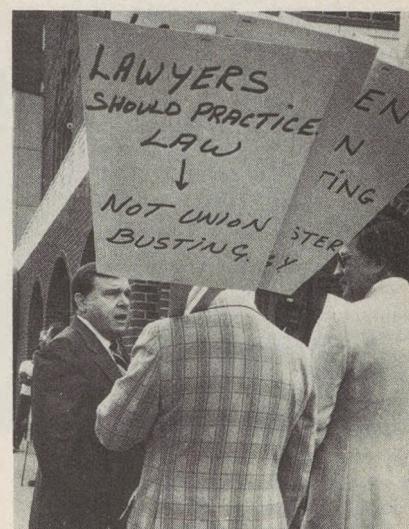
The first official demonstration for the new coalition came in White Plains, N.Y., on May 18, in protest of a seminar conducted by the law firm of Jackson, Lewis, Schnitzler & Krupman. The committee's demonstration outside a day-long seminar sponsored by the Personnel Council of Westchester County Chamber of Commerce was an overwhelming success, Revellese confirmed, and sparked an awareness among participating unions of the threat posed by union-busters to peaceful labor relations.



Joining the Teamsters in the demonstration were affiliates of the United Food and Commercial Workers, Electrical Workers, Plumbers, Laborers, Operating Engineers, Carpenters, Iron Workers, Asbestos Workers, Sheet Metal Workers, Service Employees, Roofers and the Glaziers Union.

The committee has already announced its plans to monitor future union-busting seminars in the area and to sponsor future demonstrations and other actions in an effort to thwart this growing threat to the labor movement.

Above, more than 100 pickets were on hand for the eight-hour demonstration outside the union-busting seminar. At right, Local 456 Secretary-Treasurer Otto Revellese (left) checks a strategic point with fellow committee members.



## WILMINGTON, DELAWARE

### Teamster Fights A Tough Battle Alone

For Teamster Local 326 member Charles F. Smullen, it's been a long, uphill battle since 1976 when diabetes forced the loss of his left leg and right foot and forced him to leave the trucking life he loved.

Smullen, confined to a wheelchair since and on disability, recently underwent more surgery at Peninsula General Hospital in Salisbury, Md., during which he lost his other leg.

Smullen's wife, Evelyn, tells *International Teamster* that Charles is holding up well and making the best of things but greatly misses life as an over-the-road driver and his old friends in the industry and the union.

The 16-year Teamster veteran worked for NKS, the Budwiser Beer Dist. Co., out of Wilmington and Milford, Del. "Big Peanut," as he was known then, would love to hear from some of his buddies from those years if they'd drop him a card.

Smullen's currently at Deers Head Hospital Center in Salisbury; his home address is P.O. Box 206, Pittsville, Md. 21850.

Mrs. Smullen noted gratefully that Teamster Local 876 in Salisbury has been a big help in recent weeks, volunteering donations of blood and cash.

## COLLINSVILLE, VIRGINIA

### "Did It on Instinct," Brave Teamster Says

Anyone would do the same thing, courageous Teamster Local 592 member Melvin Ellington says of a recent incident in which he played the real life hero.

Ellington was driving his tractor-trailer rig down Route 10 to Hopewell, Va. at 2 a.m. on a raw chilly morning this spring when along a stretch of swamp he spotted a bit of taillight off the road in the water.

"I caught the lights out of the corner of my eye. Cars couldn't see them, down so low. . . . I knew they hadn't been there before when I went by there," the 52-year old driver for Virginia-Carolina Freight Line said later.

Pulling his truck to the roadside, Ellington turned on its flashers and went to investigate. He found a small convertible upside down and half submerged in the tidal waters of the Appomattox.

"I hollered, about 5, 6 feet from it," he recalls. "And heard a woman's voice reply, 'Help, get me out.'

"So I jumped down over in that durn mud and water, mud up to my knees,

water up to my pockets. . . . Before I knew it, I was over to it," he says.

Checking to see whether the occupant was injured, Ellington discovered the victim, Denise W. Mann, in shock and trapped inside by a jammed door.

After attempting and failing to pry the jammed door open, Ellington asked the woman if she could hang on a bit longer with her head just skimming the top of the water, while he climbed back up to the road and flagged down help.

After being passed by several motorists, he stopped a car with some teenage boys in it, but they had no tools to pry the car door free, Ellington said, so back down into the swamp he went.

"I knew I was going to have to put a little manpower into it," he noted.

Struggling with the door, he heard the latch give, gave a pull and opened it enough to get the young woman out.

Back on the embankment, where by now another car had stopped, Ellington entrusted the woman to a concerned couple's care and drove off on his rounds without finding out the name of the person he had rescued. (A newspaper article later provided him with the girl's name.)

"I believe in helping people who need help," said the 14-year Teamster veteran. "I just did it on instinct. I guess anybody else would do the same thing."

# Active IBT Locals

CHICAGO, ILLINOIS

## Quick Wit, Cool Manner Save the Day

A Teamster Local 743 member recently saved the day when a man on the campus of Governors State University underwent a severe mental crisis. For her quick thinking, Margo Ellman was awarded the university's first Citizen's Award for Civilian Service.

Ms. Ellman, a member of the union-management Health and Safety Committee at the university, was at her post in the University Library Technical Services Area on February 2, 1982, when a man in the facility suddenly started undergoing a severe mental crisis.

Police consultation with professional psychiatrists confirmed that the situation posed the serious potential and probability of violence.

Margo Ellman didn't let the situation fluster her. "Her presence and conversation seemed to have a temporary calming effect on the subject and when all area staff were evacuated, she voluntarily remained at great personal risk in order



to keep the subject preoccupied, giving the police and fire department paramedics the time to consult with physicians, obtain the necessary formal medical authorization for use of full restraints and provide the needed time for emergency service personnel to collect their forces," said a commendation presented to Ellman by the college after the incident.

The subject was successfully taken into protective custody and transported to a local psychiatric care facility for professional treatment.

"Ms. Ellman's actions in assisting emergency personnel prevented the probability of injury both to the subject and responding police and fire officers. It also gave rescuers the precious commodity of time, which is usually absent in such situations, and allowed the incident to come to a successful close," the citation read.

"For distinguished service and assistance beyond that found and expected from the general public, for actions in which she knowingly placed herself in jeopardy while aiding personnel of this department and for her displayed and proven concern for others, the Citizen's Award for Civilian Service is hereby presented to Margo Ellman."

Brother and sister Teamsters add their congratulations. Sister Ellman's courage and calm not only saved the day, but showed that she has a deep concern for those in distress and the compassion to help. She's some Teamster!

*Above, Margo Ellman (left), a Teamster Local 743 member, receives her Citizen's Award from Governors State University police force Assistant Chief Phil Orawiec and the university's Director of Personnel Barbara Clark.*



CHICAGO, ILLINOIS

## J. C. 25 Endorses Gov. Thompson

Governor James R. Thompson of Illinois here responds to the unanimous endorsement of his reelection bid by delegates to Teamsters Joint Council 25 at a meeting highlighted by a request for support of DRIVE, the Teamsters' political action arm. Thompson pledged never to sign anti-labor legislation to the delegates and declared that Illinois would not become a so-called

"right-to work" state as long as he was governor. Thompson has repeatedly supported prevailing (union) wages on state projects. Listening to him are, from left: IBT General Secretary-Treasurer Ray Schoessling; Peter Thomas, recording secretary, Joint Council 25; Louis F. Peick, Joint Council 25 President and an IBT vice president, and Joseph Bernstein, vice-president, Joint Council 25. The delegates approved support for DRIVE after hearing the remarks of General Secretary-Treasurer Schoessling and Wallace Clements, DRIVE field coordinator.

FARGO, NORTH DAKOTA

## Local 116 Unit Wins 1981 Truck Honors

Super Value Stores, Inc. of Fargo, North Dakota, recently took grand prize honors in the 1981 fleet carriers safety contest sponsored by the North Dakota Motor Carriers Association and Trailmobile Inc.

Super Valu's drivers, all of whom are Teamster Local 116 members, led the store to victory by their exemplary compliance with the company's overall on- and off-highway safety program.

The award to the grocery wholesaler and distributor was presented to Super Value at the 37th annual convention of the Motor Carriers Association, meeting recently in Fargo, N.D.

Way to go, Teamsters!

FARGO, NORTH DAKOTA

## Local 116: The Little Local with a Big Heart

Teamster Local 116, a little local nestled in the heartland community of Fargo, N.D., in the past year has really made area residents aware of its value as a good neighbor.

Scores of local organizations and civic agencies have gained a brand new friend in the form of the 1,600 Teamsters who make up this IBT affiliate.

The story began simply enough. During the last North Dakota legislative session, legislation was enacted that enabled a lot of "caring and sharing" to occur. The legislature passed a bill making North Dakota the third state in the United States to allow legalized gambling, joining the ranks of Nevada and New Jersey.

By law, the State of North Dakota receives the first five percent right off the top of the gross. Of the remaining ninety-five percent, sixty-six and one-third percent must be donated quarterly to charity by the organization holding the gaming license. That was all Local 116 had to hear to swing into action.

The Teamster local, like other fraternal groups in the area, set up its own small gaming operation at Teamsters Hall. Officers of the local say that the single pull tab jar and the traditional bingo operations they initiated have done "pretty well."

Others say the results have been much better; they've been "fantastic." Since the charitable gaming laws went into effect on July 1, 1981, this one little Teamster local has made charitable contributions to the community of nearly \$150,000!

"We're really excited about the prospects of each and every one of the 'people related' projects we've supported with charitable gaming," noted Ted Butenhoff, president of Local 116. "Our recipients are organizations that are working hard to improve conditions for those less fortunate, including the poor, the youth of the community, the senior citizens, abused kids, rape and abuse victims, and people with mental and physical handicaps."

Echoing this positive aspect, Joe Amundson, vice president of the Teamster local, adds: "It's only right that we give a big percentage of the proceeds required by law to those organizations that are really doing something and will use the money to help someone. With all of the Federal cutbacks and the current economic conditions, many of these organizations wouldn't be able to keep their doors open without some financial help," he notes.

Decisions about charitable recipients are made by the local's executive committee and its gaming distribution council—a body numbering about a dozen local Teamster members—who meet quarterly. Officers note that while Local 116 continues to support the "biggies" like the Kidney Foundation, the National



Easter Seals campaign, and the Arthritis Foundation, a "favorite" charity emerging among the membership has been the Association for Retarded Citizens of Cass County.

Starting early last December with a "Christmas present" of a much-needed 1982 Ford Econoline Cargo Van (used for picking up donated clothing, furniture and household items for resale in the ARC's thrift store), the ARC of Cass County has received more than \$15,000, along with a discounted rental arrangement of Teamster Hall space for officing the small ARC staff.

"Sure, we admit it! The Cass County ARC is our favorite!" says Amundson. "It's been a real learning experience for a lot of us—finding out just how widespread mental retardation is right here in our community. We know now—because of this relationship that had developed with the ARC—that lots of people with mental retardation kind of 'fall through the cracks' because there aren't enough people around who care. Well, we do care and we're doing something about it!"

"Overwhelmed," is the word that the ARC executive director Ron Abrahamson uses to describe this Teamster commitment. "The members of Local 116 have allowed us to accomplish some things that we couldn't have even dreamed about without financial support. Indirectly and directly, they've touched hundreds and hundreds of lives in this community where they live and make a living. They've helped us help a lot of citizens with mental retardation, and that's what the ARC is all about! Collectively, the Teamsters are

Teamster Local 116ers have used gaming funds to help many worthwhile groups. At top, officers pose with the van they donated to the ARC of Cass County (From left are Local 116 Treasurer Gary Peterson; ARC executive director Ron Abrahamson; driver Bob Barth; Local 116 Vice President Joe Amundson; Ed Plummer, chairman of Local 116's Building and Charities Committee, and Nellie Thompson, recording secretary of the Teamster local).

Below, these dynamite new collegiate type basketball uniforms and warm-up suits were another gift of the Teamsters—this time to an area Special Olympics team, called the DWAC PACK. Here, the Teamster-outfitted troupe poses proudly with their coaches and the Teamsters' Cliff Adams and Joe Amundson (light shirts) after one of their practices.

the best bunch of folks I've ever dealt with."

Teamster Local 116ers aren't done yet, either. "We're going to make sure that we're helping as many people with problems and suffering as we possibly can with the gaming proceeds," says Butenhoff. "We feel that helping the ARC and other organizations is exactly what the legislation was intended to do when it was drafted."

By some standards Local 116 might be considered on the small side, but for this North Dakota farm community, they're the real "movers and shakers" who get things done! And thank God for them!

# Active IBT Locals

## FOND DU LAC, WISCONSIN

### Teamster Togetherness Wins the Day

On May 3, 1982, Advertisers Manufacturing Company management agreed to abide by an NLRB certification, 10-J injunction and Seventh Circuit Court of Appeals order, ending a months long dispute between the company and Teamster Local 200 of Fond Du Lac, Wisc.

A 5-1/2 hour meeting that day—the first between management and the Teamster local after a 20-month wait from the date on which 164 workers overwhelmingly voted for the union and then were forced into a 10-month strike—ended the dissension. The company finally agreed to recognize Teamsters "General" Local 200 as bargaining agent for the workers, paving the way for an orderly return to work for the strikers.

On May 10, 1982, strikers returned to their jobs and Local 200 business agent Don Wetzel was permitted by manage-

ment to make a plant tour. Thus ended a chapter in the local's history that had seen Teamster locals, other unions and individuals all pitching in together with food, money, support and prayers, to carry the day.

Were it "not for your answers to our pleas for assistance and your realization that the union movement as a whole was at stake in this strike, our endless hours . . . would not have paid off," Wetzel and other local officers said.

"The togetherness of the Teamsters Union on a state and national level and the willingness of local union agents to return to the long hour days in their organizing and daily contact with the employees during a strike show that when people want union representation, they can have it, no matter how much money management spends to keep unions out," officers added. Now, with the strike behind them, Local 200 Teamsters can go on to show Advertisers that Teamsters do make the best employees.

## EAU CLAIRE, WISCONSIN

### Longtime Teamster Veteran Retires

Milton J. Veleke, secretary-treasurer of Eau Claire, Wisc. Teamster Local 662 and president of Teamster Joint Council 39, retired recently.

Veleke's 40-year career as a Teamster leader was remembered in late April at a retirement dinner in his honor attended by IBT General Secretary-Treasurer Ray Schoessling and a host of his longtime friends.

Veleke started out as a Teamster back in 1942, and after three years in the service came back to become a Local 920 business representative; he later became that local's recording secretary. In 1952, Veleke joined Teamster Local 662 as a business representative. In 1954, the Teamster was elected secretary-treasurer of the local, a post he has been reelected to consistently since.



Brother Veleke over the years also served as an officer of Joint Council 63, which later merged with J.C. 60, and J.C. 60, which later merged to become part of Wisconsin Teamster Joint Council 39. After his first post as trustee of the new joint council, Veleke later served in the offices of vice president and as president of the joint council, the post he held from 1968 until his recent retirement.

Here, Brother Veleke is congratulated on his years of service and wished a happy retirement by General Secretary-Treasurer Schoessling and members of the Local 662 executive board.

## REMINDER ON YOUR WITHDRAWAL CARD

**Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws.**

#### SEATTLE, WASHINGTON

### J.C. 28 Delegates Voice Their Choices

Arnie Weinmeister, 10th vice president of the International Brotherhood of Teamsters and secretary-treasurer of Teamster Local 117 in Seattle, was one of the Joint Council 28 officers reelected to a new four-year post by enthusiastic delegates to the statewide organization's semi-annual meeting in late May.

Weinmeister was reelected as president of the Washington based joint council. Delegates also gave white ballot endorsements to Bob Pavolka, Local 599, Tacoma, as vice president; Marv Eggert,

Local 231, Bellingham, as secretary-treasurer; Jim Clark, Local 882, Seattle, as recording secretary; and Bob Cooper, Local 174, Seattle, Don Clouse, Local 582, Spokane, and Bill Sarver, Local 839, Pasco, as trustees.

Sarver becomes the newest member of the J.C. 28 board, replacing Fred Wehde, secretary-treasurer of Local 524, who is retiring.

Weinmeister, now serving his fourth term as president of the 60,000 member council, thanked the delegates for their support and predicted rough and difficult times ahead for unions. "We should, by all means, be pulling together—not pulling apart," the western Teamster leader noted.



V.P. Arnie Weinmeister



#### PASCO, WASHINGTON

### This Teamster Is In the Chips

Teamster Local 839 member Rich Barnea is shown here receiving a backpay award in the amount of \$7741.31. Rich was represented in his grievance against his employer, the J. A. Jones Energy Division at Hanford Nuclear Project No. 1, by Local 839 Business Representatives Rahma Keene and Bill Robinson (shown left and right, congratulating him). The arbitrator on the case ruled not only in favor of Barnea's backpay, but also ordered him reinstated to his job at the nuclear plant.

#### VALLEJO, CALIFORNIA

### It's Good to Have A Place to Gripe

The Teamsters Union and other labor organizations are lucky in that they have established grievance mechanisms on which to rely to settle contract disputes. Recently, one such group—the Car Haul Grievance Panel—met in Phoenix, Arizona, to deliberate on problems affecting members covered by this contract. Shown here discussing western regional car haul problems before the meeting are, at



top, from left: Local 490 Secretary-Treasurer Tom Williams and Stewards Ken Mee (center) and Jim Jordan (right). Below left, Local 468 Secretary-Treasurer Ernie Freitas discusses the fine points of one of his cases with George Rohrer of the Western Conference of Teamsters during the meeting.

In other Local 490 business, a new contract with Liquid-Carbonic has

these Teamster Local 490 members all smiles. Shown below, the men are discussing the terms of their new pact after the conclusion of contract negotiations with Local 490 Secretary-Treasurer Tom Williams (far right) and Local 490 Business Representative Lloyd Adcock (standing third from left). The just-ratified agreement was negotiated by Local 490 B.A. Ward Allen.



# Active IBT Locals

SAN FRANCISCO, CALIFORNIA

## At J.C. 7, New Officers & A Key Endorsement

A lot's been happening out Joint Council 7 way in San Francisco lately, among them the election of Teamster Local 70 Secretary-Treasurer Chuck Mack as the council's new president.

Mack, formerly council secretary-treasurer, was elected at the J.C. 7 executive board meeting May 24 to succeed veteran San Francisco Teamster leader Rudy Tham as head of the council.

At the same meeting, former Recording Secretary Ralph Torrisi was tapped to fill Mack's vacated post as secretary-treasurer of the council, while former Trustee Al Costa was named to Torrisi's old post. Torrisi is secretary-treasurer of San Jose Local 296; Costa is secretary-treasurer of Oakland Local 853.

In Mack's first message to J.C. 7's membership he issued a call for unity and exhorted all locals, officers and members to "close ranks and display the strength, purpose, loyalty and cohesiveness that has made the Teamsters Union a showcase and model of what Organized Labor can accomplish. . . ." Noting the forces attempting to undermine labor's influence, Mack urged members to "make a maximum effort today to retain what we have, while being prepared to demand and receive a fair share of gains and benefits when the economy improves."

Noting how difficult the challenges are to stay on firm footing as the Number 1 labor union in the nation, Mack added: "We can do it. We must do it. Working together as Teamsters have since the beginning of the century, we *will* do it."

In other council action, J.C. 7 affiliates gathered recently to pay tribute to an old labor friend, Congressman Phil Burton.

Nearly 80 members from J.C. 7 locals attended a party in Burton's honor in late May, at which they paid tribute to the third-ranking Democrat in the House of Representatives and offered him the council's endorsement in the upcoming fall elections.

Burton, who has an almost perfect pro-labor voting record, faces a million-dollar fight this fall. "We simply can't afford to lose him," Mack noted, as he lauded the legislator's concern for the rights of workers.



Above, (from left) Democratic Congressman Phil Burton receives congratulations on the Teamster endorsement from J.C. 7 President Chuck Mack, Council Trustee Bob Morales and Council Vice President Vince Aloise.

"Phil Burton has been a true friend of labor, and he needs labor's support this year more than ever," added J.C. 7 Vice President Vince Aloise, who served as master of ceremonies. You can bet Bay Area Teamsters will be behind him all the way!



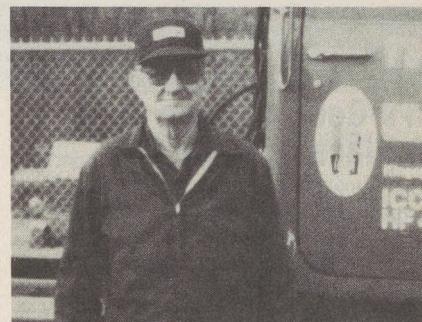
KNOXVILLE, TENNESSEE

## Teamsters Do Effective Job in Local 519 Area

Effective representation is the best way of getting ahead for union members these days, and nowhere do members get more help than at Local 519 in Knoxville.

There, President George Moir and other Local 519 officers are doing everything they can to ensure that members don't suffer in economic bad times.

Thanks to the local's effective leadership, the group of Mason-Dixon local cartage drivers above is all smiles. These Teamsters are shown receiving



their share of a \$3,000 grievance award won for the group by Local 519 after a dispute over local job jurisdiction among road and city drivers.

Officers of the local also paused from their duties recently to congratulate Milo Schultz (above), a 34-year veteran member of Local 519 and employee of Mason-Dixon, handling local cartage out of Knoxville. The dedicated Schultz was recently the winner of a \$1,000 cash safety award, an engraved wall plaque and a silver M&D logo for his admirable 25-year safe driving record.

Looks like Local 519 and its members are really on the ball down there in the South!

## TULSA, OKLAHOMA

### Teamster Veteran Wins Driving Honor

Teamster Local 523 member Garvis Cleo Hendrix has had 34 years to practice his skills as a driver, but that didn't make completing 1,600,000 miles safely any easier. For his driving expertise, the Oklahoma Teamster was honored recently as the 1980 District Driver of the Year through the Ryder Truck Rental safety program. Hendrix drives for Rodeo Meats, which leases its trucks from Ryder.

In addition to the district honor, Hendrix also was nominated for the national truck title and placed in the top ten. He also emerged as second place winner for the entire western region.



Here, Brother Hendrix is congratulated at Local 523's annual stewards' dinner where his driving prowess was recognized. Shown from left are: W. H. Bill Shields, business representative and

recording secretary, Local 523; Hendrix, who also is the Rodeo Meats steward; J. C. Neel, secretary-treasurer of the local, and Coleman Davis, its president.



## AMARILLO, TEXAS

### Local 577 Honors A Top Scholar

Teamster Local 577 of Amarillo, Tex., recently had the honor of presenting the first award in its new scholarship program.

Doing the honors was Jerry McCown (left), president and business manager of the Teamster local, who awarded Jolyn Colburn, daughter of Local 577 member Jerry Colburn, a \$2,000 scholarship award to help finance her studies this fall at Texas Tech University. Selection was made by an impartial three-member panel of judges. Assisting McCown in making the award was Local 477 Secretary-Treasurer Leonard Guerrero (right).

The scholarship was funded by a golf tournament which the local plans to make an annual event.

## NEW ORLEANS, LOUISIANA

### UPS Driver Wins Big Victory

Teamster UPS feeder driver and Local 270 member Frank Hamilton is all smiles over his recent arbitration win of \$19,618.24.

Hamilton, a veteran driver with a 17-year safe driving record, was fired by the company unjustly after being involved in an accident where his rig was forced off the road by a sports car and turned over, damaging his vehicle. The company alleged recklessness on his part.

It took a vigorous defense from his Teamster local to get Hamilton reinstated. His grievance was taken through grievance panels where it deadlocked, before being taken to final and binding arbitration. Fighting UPS attorneys and safety engineers attempting to prove Hamilton's fault, Local 270 Secretary-Treasurer Nolen J. LeBlanc led a persuasive union



defense that won the day. The arbitrator found in favor of the union, awarding Brother Hamilton returned to work with full seniority and all back pay, including lost overtime wages.

Here Local 270 Secretary-Treasurer Nolen LeBlanc (right) presents Hamilton with his backpay award, as Mrs. Hamilton and Local 270 Business Agent George Westley look on.

## Senior Teamsters' Power

# What's Happening With Retirees

**A**ccording to statistics, every member of the population takes an average of seven prescription medications a year plus many more over-the-counter drugs. The problem of drug interaction, therefore, is potentially a serious one. Complicating matters are foods which can react dangerously with certain drugs, too.

While age groups exposed to the risks of adverse drug reactions, the elderly are the most susceptible—for a number of reasons. For one, elderly persons are the most likely to be taking multiple medications. Some 11.4 prescriptions each year go to people age 65 and older, according to Dr. Alexander Shepherd of the University of Texas Health Science Center at San Antonio.

Increasing the dangers posed by adverse drug reactions are mistakes made by the patients themselves. Poor eyesight, hearing or memory can lead to errors over medications. Dangerous for the general population, drug interactions can be even more so for the aged.

According to an article in "About Your Medicine," the U.S. Pharmacopeial Convention's newsletter, seniors are especially susceptible to adverse reactions because the body's ability to absorb medicines into the bloodstream alters as we age. Body tissue of older people contains less water and has a higher percentage of fat tissue. As a result, there are more places for fat soluble drugs to be stored, keeping them in the body longer and increasing the possibility of interaction with another medicine.

Other problems manifest themselves with age. Poor circulation and slower absorption of medicine through the intes-

tines may decrease a medicine's effectiveness. On the other hand, some older people may become more sensitive to the effects of certain medicines, leading to complications for those with heart, kidney or liver conditions.

Studies over the past decade have shown that one-third to one-half of all drug consumers are not taking their drugs correctly. Results of improper drug use include therapeutic failure, adverse reactions and other consequences, leading to additional suffering, hospitalization and, in some instances, death.

Because of the widespread misuse of medications, Food and Drug Administration guidelines require that drug companies print the known adverse reactions caused by food or other drugs on the patient package inserts that accompany prescription drugs.

Pharmacies also are beginning to place stickers on medicine containers warning people against taking certain medicines on full stomachs or wash-

ing them down with liquids which could impair a drug's effectiveness.

Common over-the-counter medications, such as aspirin substitutes, may also have their effectiveness compromised by certain foods. For example, if crackers, dates, jelly and other carbohydrates are ingested when Tylenol, Dantrol or similar medicines are taken, the pain relief qualities of these drugs are delayed.

If you are taking a number of medications, record them carefully. If you are under the care of more than one physician, as many elderly are, inform each doctor of the medicines you are taking. This includes over-the-counter medicines too. Knowing your drug history is the only way a doctor can safely prescribe medicine for you.

When prescribed a drug, don't hesitate to talk to the doctor or pharmacist about the drug and its specific actions. Ask your doctor or pharmacist whether the medicine should be taken on a full or empty stomach, and with what liquids you can take it. Know which foods to avoid and request a copy of the drug's physician information insert, so you have a written record of dosage and interactions.

**T**eamster Zest! That's what Teamster Local 317's Retiree Association displays as it involves its members in diverse activities. The group has set up a home health aid program, making available to members such items as hospital beds, trapezes, canes, crutches and wheel chairs as needed.

Recently, a local health department representative spoke on hypertension and conducted a blood pressure screening among members, reports Arthur Vinch, president of the Syracuse, N.Y. club. Fortunately, several members were found who needed medical attention.

Other activities include an

annual picnic and fall dinner-dance. Most recently, though, the group took time out to honor Walter Clark, the "Deacon."

Deacon, one of the oldest of Local 317's members, at 81 and a half has behind him almost half a century as a Teamster. Deacon, who retired from Associated Transport in 1966, worked for many carriers in his years as an over-the-road and city driver, among them Moran Transportation, Consolidated Freightways, Bush Haulers, Syracuse Freight Forwarding and Hookway Moving Van Lines, before joining Associated in 1940. While remembering his driving years fondly, he's now active as a proud IBT retiree.

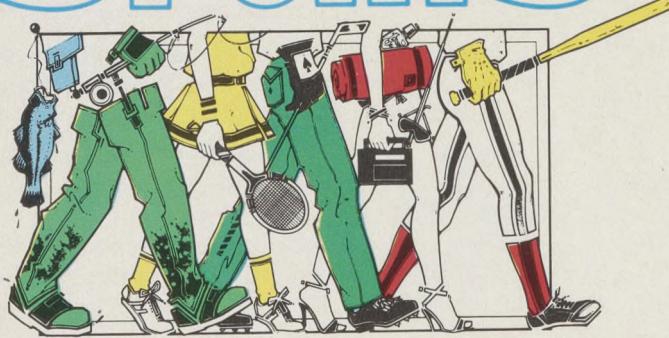


With a pit crew like this, how could Teamster Local 391'er Robert Artis go wrong? Brother Artis, an employee of Miller Brewing Co. in Eden, N.C., races his '65 Mustang drag car, the "Exlax," at Piedmont Dragway, in Greensboro, N.C., with the help of his able crew. He says the car is capable of "turning the  $\frac{1}{4}$  mile in 10 seconds," which sounds pretty fast to us.



That's some catch that Teamster Brothers Mike Rains (left) and Gary Burt (right) are displaying. Both men, Local 270 members driving for UPS out of Shreveport, La., were on a fishing trip at Toledo Bend Reservoir, which borders Louisiana and Texas, recently. They snared these beauties—29 largemouth bass and 10 assorted fish, ranging from catfish and white perch to bream—on their rods and reels. Looks like a fun day and some mighty good eating!

## TEAMSTER SPORTS



This Teamster has as much heart as the spunky players he's coaching. Brother George Barker, a 24-year veteran of Local 465 in Elmsford, N.Y. and driver for Grand Union, just finished his first year as coach for the EPVA Warriors, a wheelchair basketball team. He tells us the Warriors had their best season ever, being 5 and 5 in regular league

play against teams from Massachusetts, Rhode Island and Connecticut; they also won tournaments in Tampa, Fla., and in Puerto Rico. On behalf of his team, sponsored by the Eastern Paralyzed Veterans Association, Brother Barker asks Teamsters to "respect the reserved parking spaces set aside for the handicapped." They'd sure appreciate it.



Chicken to go? No, it's just Colorado Teamster Local 17 retiree Wilbur Adams and his new freight hauling team—Nip and Tuck. Brother Adams had planned to make this pair—the last of a flock of 25—his Thanksgiving and Christmas dinners, but after they lined up in tandem in front of him and his wife one day, he decided instead to use them as a team. Now Adams is having a ball entertaining others by putting the unusual chicken caravan through its paces at area nursing homes and other functions. (It's obvious, too, that these roosters are no dummies!)



Teamster Local 170 member and UPS employee Becky J. Gallagher is an avid hunter. Her usual prey is deer, the most recent prize an 108-lb. doe felled in New Hampshire. Here, though, on her first moose hunting trip up in Newfoundland last fall, she displays a 10-point, 800-pound beauty she bagged.



This Teamster's aim looks as good as Robin Hood's. Brother Orland Johnson, a Duluth, Minn., Local 346 member employed at Land-o Lakes Inc., is an avid hunter who does it the hard way—with a bow and arrow. Here he displays a trophy from the large buck he shot during the 1981 Bow and Arrow season in Northern Minnesota. With its 10 points and 250 lb. weight, it brought the Teamster a Pope and Young Club score of 127 points.



# DRIVE

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## Home the Point...

**... Deregulation is a Disastrous Experiment**

**A**t recent Congressional oversight hearings convened to assess deregulation's impact on the second anniversary of the enactment of the Motor Carrier Act of 1980, Teamsters couldn't help noticing how important effective representation can be on legislative matters.

Teamster witnesses pointed out that the perils we predicted two years ago had come to pass—with mass unemployment, carrier bankruptcies, growing shortfalls in service and crippling cut-throat competition.

Persuasive Teamster witnesses reminded the legislators that when the Act was enacted over Teamster and industry objections, we'd been promised the industry would not suffer.

Today, the government maintains everything is fine. The union and industry know differently.

Hearings are fine, but when push comes to shove, Representatives and Senators care about only one thing. That's what **you**, the voters think!

Today, it's imperative that Teamsters make their opinions heard—in phone calls, letters and telegrams. It's just as important that you get active in DRIVE. In this election year, we need to show our legislators what ignoring the suffering and needs of America's workers can mean at the polls.

**Won't you join DRIVE today? Without your dollars, we can't deliver this important message. It might be the best investment in your future you ever made.**

### DRIVE—Democrat Republican Independent Voter Education

#### Classification

I subscribe freely and voluntarily and not out of fear of reprisal, the sum, indicated below, each year to DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE.

I further hereby authorize and request my employer to deduct from my earnings the sum indicated below each year during any payroll period to be remitted to my local DRIVE Chapter.

A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463.

#### Local Union #

Date

I reserve the right in accordance with the applicable State or Federal laws to revoke this voluntary authorization at any time by giving written notice of such revocation to my DRIVE Chapter in accordance with such laws or otherwise.

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City

State

Zip

Signature

THE INTERNATIONAL  
**Teamster**  
DEDICATED TO SERVICE

FALL 1982



## AN ECONOMIC OUTLOOK

**A**s I write this message, Congress is returning for a lame duck session before the new 98th Congress convenes in January.

There are many important issues which the voters indicated in the recent election are priorities which can no longer be shelved. High on this list are Social Security problems, the decision whether to implement the planned tax cut next year, and, of course, the major problem of jobs—putting our people back to work.

We in the Teamsters know that times aren't easy. Thanks to an eroding economy and the impact of deregulation, our membership rolls are down right now. Many of our long-time members are on withdrawal after a lifetime as union members.

Unemployment. Let's talk about how bad the joblessness is. Officially, the number of people without work now amounts to almost ten and one-half percent of the workforce. Nearly 12 million people. Unofficially, of course, the figure is much higher. Some estimates are as high as 20 million. Whatever the number, it is a national tragedy.

In the coming weeks, we in the Teamsters are going to be relentless in pushing through a program to put America back to work. We have urged Congress and the leadership to enact a jobs bill that will put the long-term unemployed back on their feet and into the productive mainstream of our nation.

Now, with the fall elections behind and Congress returning to wrap up its business, we hope attention will be focused

on the needs of American workers, many unemployed Teamsters among them.

We are urging Congress to adopt legislation that will provide jobs in cities and towns across the country, putting people to work rebuilding public buildings, roads in desperate need of repair and renovation, deteriorating water systems and a host of other areas.

A jobs program is the only answer. Workers shouldn't have to stand in bread lines. We thought and hoped that the days were behind us when workers would ever have to depend on handouts, and we'll be damned if we'll stand by and allow a return to that type of deprivation.

It's time Congress and the politicians wise up and realize that people are fed up with inactivity—and they don't want any more rhetoric and excuses—all they want is an opportunity to work for decent wages and provide for their families now and in the future.

It's time our government gets off the dime, lest we return to the times of, "Hey, brother, can you spare a dime?"

This past year Congress missed an opportunity to pass a good, creative Jobs Bill, which was Teamster recommended and endorsed. That is unconscionable. Let's hope the opportunity will not be missed during the special session before the holidays. Time is short.

We can only hope for the best. And during the approaching holiday season I hope for the very best for each of you and your families with the promise of better times in the New Year.

From the  
General  
President



Roy L. Williams



*Roy L. Williams*

**The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.**

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Fall, 1982



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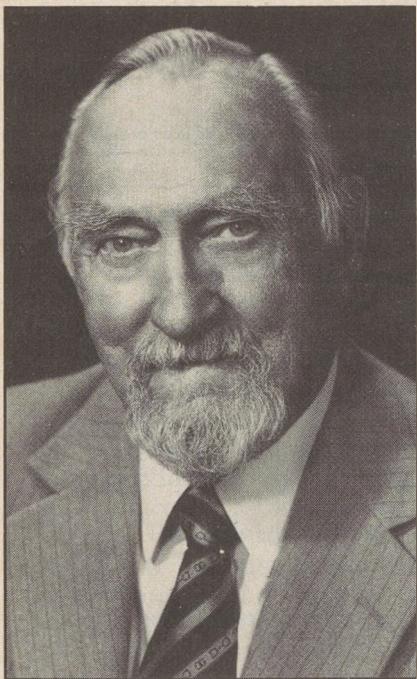
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## Teamsters Mourn Death of Second V. P. Harold Gibbons

Teamsters from around the country join in mourning the sudden death of Teamsters Second Vice President Harold J. Gibbons of St. Louis, Missouri.

Gibbons, 72, a member of the Teamster general executive board since 1957, died November 17 in Los Angeles, Calif., just two days after suffering an aneurysm during a speaking engagement before a Teamster crowd.

Until his death, the vibrant and forceful Gibbons had been a stalwart of the union movement. In recent months, he had spearheaded a national movement to bring Wells Fargo armored car drivers into Teamster ranks, criss-crossing this country and Canada to garner support for the organizing effort.

Gibbons, over a long career in the Teamsters, had distinguished himself in many leadership areas. In addition to serving on the IBT board, he had previously served as director of the Central Conference of Teamsters, as director of the IBT's National Airline Division and as chairman of the National Warehouse Division. From 1957 to 1964, he also had been executive assistant to then General President James R. Hoffa.

Gibbons also had garnered praise and support over the years by serving as president of the Missouri-Kansas Conference of Teamsters, as president of Teamster Joint Council 13 in St. Louis, and for many years, as secretary-treasurer of Teamster Local 688 in St. Louis.

In his role as a Local 688 leader, Gibbons had first demonstrated his insightful, innovative leadership potential through the pioneering development of such pace-setting labor programs as the local's Labor Health Institute, its Health and Medical Camp and the founding and development of a \$20 million retirement complex.

Gibbons' many interests, including active support for community causes, always reflected his concern with the needs of all the "little people" in an increasingly indifferent world.

The Teamster leader was an erudite, widely acclaimed student of economics, history and the labor movement, as well as a mesmerizing speaker.

These interests reflected the way he entered the labor movement originally—through the American Federation of Teachers. While working as a teacher and textbook writer for the WPA in Chicago during the Depression, Gibbons had organized and become the first president of AFT Local 345, later being elected an international vice president of the AFT.

In 1937, after leading a strike of Chicago taxi drivers who became members of the Teamsters, he was appointed an assistant regional director of the CIO in Chicago.

Subsequently named a Midwest organizer for the Textile Workers Union, in 1941 Gibbons joined the St. Louis Retail, Wholesale and Department Store Employees Union (CIO) as its director. This proved to be his springboard into the Teamsters, since just a few years hence, in 1948, this local voted to affiliate with the Teamsters, becoming Teamster Local 688, and with it came Gibbons into our union ranks.

Sorrowed by news of his death, Teamsters General President Roy Williams remarked: "Teamsters have lost not only a great labor leader who has fought hard over the years for working men and women everywhere, but also a great friend who sincerely cared about people and their problems."

On a personal note, Williams added: "Harold was among my closest friends and a trusted advisor since being elected to the presidency of this great union. I will miss his counsel a lot."

Added Teamster General Secretary-Treasurer Ray Schoesling about Gibbons' loss: "Harold Gibbons helped forge this union into the strong vital force it is today, and we all owe him a debt of gratitude for his years of service."

St. Louisans, we know, share in our sorrow, since in recent months a movement had been afoot to convince this much-respected Teamster leader to run for mayor of the Gateway City.

Gibbons leaves, in addition to those of us in his beloved Teamster family, his devoted wife, Toni, three children, Elizabeth, Larry and Patrick, and several grandchildren. He will be sorely missed.

**T**he Teamsters National Airline Division has been busy recently, appearing before a Senate subcommittee to urge protections for aviation industry employees and coordinating a national campaign to bring Continental Airline employees under the Teamster banner.

Appearing before the Senate Commerce, Science and Transportation's subcommittee on aviation on behalf of the IBT, William F. Genoese, Secretary-Treasurer of New York Teamster Local 732, September 24 urged enactment of strong labor protective provisions to govern the airline industry.

With mergers and bankruptcies becoming facts of life in the deregulated airline industry today, Genoese urged the subcommittee to enact strong provisions to protect workers and safeguard the flow of commerce.

Noting that a recent merger between Pan Am and National Airlines recently had been successfully accomplished through the utilization of such provisions, Genoese said that would not have been the case had negotiators had to rely solely on the Railway Labor Act for guidance.

Without labor protective provisions, Genoese noted, lengthy delays would have resulted, causing the operations of the merging carriers to be unfavorably affected.

Genoese reiterated the Team-

Genoese testifies on Teamsters' behalf.



## Airline Div. Acts to Organize, Protect Members

sters' view that incorporation of the Alleghany-Mohawk provisions that helped in the Pan Am/National situation into federal law to provide guidelines in this increasingly chaotic field is the only recourse.

Without LPP's, there is no way to provide for negotiations and/or mandatory arbitrations of seniority list integrations or to offer certain minimum payments to employees who lose their jobs or are otherwise affected by such transactions.

Genoese said workers would welcome "some ground rules" in place to answer their questions about layoffs, furloughs, seniority integration and the like.

Elsewhere, employees of the newly merged Texas International/Continental airlines currently are the target for intense Teamster organizing.

Texas International office and clerical, fleet service and passenger service employees have been Teamsters for quite some time. Now the push is on to offer the same protections they enjoy to Continental employees in similar job classes involved in the merger.

At several meetings this fall, Teamster representatives have met with workers in different locations to apprise them of the benefits they could gain.

Foremost among these, of course, is seniority protection. To canvass how the workers would like their seniority system to operate, Teamsters surveyed workers themselves for input.



With an authorization card count now complete, the Airline Division now awaits notification of an election date for the voting units involved.

The vote is an important one for the workers, especially since pilots, flight mechanics and flight attendants at the merged companies already have union contract protection. Continental workers are going to need the protections Texas International workers now enjoy if they are to meet their employer on an even footing, command respect, and negotiate equitable contracts after the merger dust settles.

The Teamster Airline Division soon hopes to be able to announce that these workers have decided to join the tens of thousands of workers in the airline industry who've already decided that the Teamsters are the ones with the clout they need to protect them.

## PHONY SOLICITATIONS

We continue to receive reports that individuals, organizations and publications such as the so-called "National Teamster News" have been soliciting advertisements from employers using the Teamster name and representing themselves to be connected with our Union.

Members and their employers alike are reminded that *International Teamster* is the only official publication put out nationally by our Union. It neither solicits nor accepts any paid advertising.

The only instances where the International Union allows solicitations using our name are for recognized and approved charitable efforts. In those cases, the Union's approval of such charitable fundraising efforts will be made clear to all concerned.

Please forward to the International Union any information concerning solicitations by the "National Teamster News" or any other publication or individual using the Teamster name so that we may reinforce our legal efforts to stop these phony solicitations.

## Can a Lame Duck Fly With a Jobs Bill?

The "lame duck" session of Congress convened on November 29. Not much usually happens in these short sessions made up of a goodly number of defeated and retired members of Congress.

But this year priorities are such that three topics, especially, are expected to generate at least a lot of talk, if not action, in the short session, including Social Security reform, installment 3 of the Reagan tax refund and jobs creation through public works programs.

If final action is not realized or compromise is out of grasp, it is likely that the debate will spill over into the new 98th Congress, which will convene after the holidays in January, 1983, with the same Republican/Democratic balance in the Senate, but

with at least 26 new Democratic House members occupying previously held GOP seats.

The big issue, experts agree, will be the creation of a Jobs Program. The leadership of both the House and the Senate are presently working on plans aimed at stimulating employment through public works and highway projects.

The Teamsters have urged Congress to get on with it now. Why waste time? We would like to see a Jobs Bill in the lame-duck session to put our people back to work. Roy has told the leadership that Teamsters want Congress to get off the dime.

We don't know what to expect. But it is hard to expect much of a lame duck during hunting season. Isn't it?



## GENERAL EXECUTIVE BOARD

Meeting in Chicago, the Teamster General Executive Board in late October discussed a full range of issues from Social Security and employee protection provisions to individual matters affecting local unions in all five conferences.

In his quarterly report, General President Roy Williams highlighted legislative activity and the lack of accomplishment of the recent 97th Congress and urged the board to support candidates for Congress who will do something about putting our unemployed back to work, as well as working for better labor interests.

"As I've noted time and time again," Williams stated, "it's essential that we get serious about legislative activities if things are ever going to change. And now is the time.

"Congress has, of course, adjourned until after the elections, but they left a lot of legislation in the hopper and are planning a lame duck session this fall," he noted.

(As *International Teamster* went to press, Congress was returning for the lame duck session to last until the Christmas holiday, but it is unlikely that any major legislation would

pass until the new 98th Congress convenes in January, with 26 new Democrats in the House.)

Williams told the board that certainly high on the Teamster list of issues to watch is any change in Social Security. Recommendations on change in the system from the President's National Commission on Social Security Reform are expected soon with immediate pressure on Congress to act quickly to save the system from insolvency.

Before Congress adjourned, Teamsters testified before the Senate subcommittee on aviation to endorse strong labor protective provisions for the airline industry and its workers.

"I am very committed to the continued watchdogging of Congress and the Administration to make sure they utilize the powers they have in protecting the employees of the air transportation industry," Williams told board members.

Mergers are becoming more frequent since deregulation of the airline industry and the reality of mergers becoming a common business practice is fast approaching.

"There must be some ground rules to safeguard the flow of

commerce in the air transportation industry and to protect the rights of its employees," he said.

Williams continued: "Without labor protective provisions, lengthy delays would result, causing the operations of the merging carriers to be unfavorably affected. There would be no way to provide for negotiations and/or mandatory arbitrations of seniority list integrations, or offer certain minimum payments to employees who lost their jobs."

Teamsters feel that if the CAB loses its authority to impose these labor protective provisions after December 31, 1982, then the Department of Labor should be given enforcement power over any Congressionally mandated provisions.

In other deregulation related activity, Williams noted that he had recently urged the Interstate Commerce Commission to conduct public hearings to document current problems caused by trucking industry deregulation.

"Presently, we know that the Commission has carried out destructive deregulation policies, ignoring the President's promise," Williams said, "and we know that extreme job losses and motor carrier bankruptcies far exceed anything that could

be attributed to the current downturn in the economy."

In other business, the board noted the current all-time high national unemployment figures and urged the President and Congress to get together in whatever is necessary—with bipartisan cooperation and compromise—to come forth with some kind of new Jobs Bill before the end of the year to put American workers back to work soon and stop double-digit unemployment, which has been continuing for several months now.

General President Williams reported that DRIVE activities were at a new high with the election approaching and that members obviously were concerned about the high unemployment. He reported that Teamsters in typical bipartisan fashion were supporting candidates across the nation from both political parties and were emphasizing labor-oriented issues in exchange for Teamster support and endorsements.

General Secretary-Treasurer Ray Schoessling gave a full report on the union's financial status and other reports were submitted from the Airline Division, and the Legislative, Legal and Communications Departments.





**W**ith a warm, western style welcome, 392 delegates and guests were welcomed to Calgary, Alberta, Canada, site of the third biennial gathering of the Canadian Conference of Teamsters.

"Bucking the trends," could have been termed the theme of the four-day session. During the course of the meetings, Conference Director Edward Lawson noted that in the six years since the conference was chartered, membership has grown from less than 74,000 to more than 102,000. Services have expanded, organizing has become a primary goal, and the conference has become a force to be reckoned with, by the government and other unions alike.

Lawson counterpointed this against the horrendous conditions that have faced Canadian unionists, including high interest rates and an economic downturn that have far outpaced those Americans have experienced.

"From a scattered, disorganized organization, we now have a pretty cohesive group," Lawson noted, calling the conference "an unqualified success." He credited the International Union especially for its help, saying the IBT had provided the facilities, staff and research tools that enabled the conference to offer good services.

Canadian Teamsters, too, are scoring organizing victories when other unions can't, a fact he credited to the reputation for aggressive leadership the conference has built.

He noted, too, that Teamsters

are moving to bring new workers, especially public employees and industrial workers, into union ranks. "A good job has been done, but there's a job left to do," he said. "Organized workers need help most in times of recession and the Teamsters are committed to bringing them into our ranks."

Touching on the federal guidelines recently imposed on government employees in Canada and the government's goal of having industry adopt them voluntarily, Lawson said that Teamsters would support the 6 and 5 percent program only if it was an evenhanded approach, but would "oppose any unfair system."

A host of other speakers at the session, held from August 3-6, touched on other issues of importance to delegates and helped emphasize why the Canadian Conference has so quickly become such a powerhouse on the Canadian labor front.

"Without both of us, none of us can survive," Teamsters General President Roy L. Williams told delegates, symbolizing the solidarity and unity Teamsters on both sides of our common border share.

Williams issued a call to arms, an appeal to the Teamsters to join together in old-time unity and get a tough job done.

Referring to deregulation, Davis-Bacon cuts and other legislative attacks on labor, Williams warned our Canadian brothers that an uphill battle lies ahead for all of us unless we stick together.

## Third Canadian Conf. Convenes

"If we don't run out of money or lawyers, we may be able to hold on to some of the things we have enjoyed over the years," he wryly noted. But, he added, "it will take all of us as Teamsters and as labor to stick together to win agreements, to try to stay even until the crisis is over. Many people have attacked, trying to destroy the Teamsters Union from the outside. Now they are working on industry," he noted, "and they will zoom in on us if we let up."

Lawson noted that Williams' words were especially pertinent for Canadian unionists since legislation introduced in the states often arrives to haunt Canadian workers, too.

Another speaker who laid the facts out clearly was IBT General Secretary-Treasurer Ray Schoessling, who brought delegates a concise, financial analysis of just where the dollars they contribute through their dues and per capita go.

Statistically, he took them back to the conference's founding and laid out, cent by cent, how their money was spent.

"Not one penny of your money is kept in the U.S.," he noted. "You send checks to me on the per capita and I immediately send them back, depositing them in one of your banks here," he noted, to fund the operations of the conference and provide the best in services to you. Schoessling noted that the union stands ready to support them in any situation where they need help, be it a strike or organizing campaign, with the "entire treasury of the union be-

hind you people if necessary."

Schoessling noted, too, that the Teamsters Union see its members as one family, natural partners separated only by a geographical boundary. "We have a mutual dedication with our Canadian brothers and sisters and a mutual responsibility to provide for the welfare and the well-being of the members we represent," he emphasized. "Our problems affect us jointly, not individually," he noted, or "just in the U.S. or Canada—but as one united union—still the best and the strongest in the free world."

"You're meeting at a difficult time," Schoessling conceded. "Economic problems have so beset our nations that struggling, borrowing and simply doing without have almost become a way of life for millions of people. 'Recession,' 'bankruptcy,' 'negative growth,' and 'joblessness' are phrases a new generation must now cope with on a daily basis."

The solution, the Teamster leader said, lies in organizing and increasing labor's ranks, a difficult task.

"You in the Canadian Conference know that all too well," he concluded, "but I feel certain that you can conquer every adversity and forge a new era in the labor movement." On behalf of Teamsters everywhere, he encouraged them to try.

Joining the Teamsters' two highest officers were Teamster Vice Presidents George Mock, Harold Gibbons, M.E. Andy Anderson, John Cleveland and Don Peters, all of whom extended brief greetings to the delegates, along with IBT Trustee Jesse Carr.

Retired Vice Presidents Einar Mohn and Frank Brewster, also attended. So did Walter Teague from the Southern Conference; George French from the Western Conference; David Sweeney and Joe Ballew from the IBT staff; Sam Ancona and Paul Steinberg from the Central Conference; Norm Greene from the Teamster Airline Division; Jo-

seph Konowe from the Industrial Trades Division; Bill Hogan Sr., from the Trade, Show and Movie Division, Central Conference; and Charles Klare and Phil Sipser from the Brewery Division.

Several guest speakers also addressed the Teamsters, among them: Canadian Senator George Van Roggen, author of a report on Canadian-U.S. relations and chairman of the Canadian foreign affairs committee, who discussed free trade policies in Canada; Representative John Czeskni, a member of the legislative assembly from Calgary and James McCamby, head of the Canadian Federation of Labour, who discussed this recently founded Canadian labour group. Jay Victor, editor and publisher of *Nation's Labor*, offered some insights on the current status and future of organized labor as a political force; Bruce Rollick, a representative of the Wyatt Corporation, discussed the conference's pension program which is available to affiliates; and Len Hyser, an officer with Canadian Freightways, the Canadian affiliate of Consolidated Freightways, discussed deregulation and some other trucking related problems as seen from management's view.

An extremely well done and detailed update on economic conditions in the country and their impact on Teamster well-being in terms of unemployment, organizing and related matters, was given in a tandem presentation by Conference Research Directors Robert Robichaud and Ron Douglas. Their in-depth reports, which showed the Teamsters to be more than holding their own despite overall hard times, was given bilingually—by Robichaud in French and Douglas in English.

Translation kits made available to all delegates ensured that no one missed an important dialogue because of a language difference.

As always with area conferences, some of the most impor-

tant debates came in the trade division meetings conducted throughout the three-day session. Delegates belonging to the brewery, dairy, miscellaneous, chemical, energy and allied workers, construction, and freight divisions all attended sessions where they exchanged views on the problems facing them, compared notes and put their heads together to find solutions.

A highlight of the week's program was the availability of a mobile training unit provided by Teamster Local 213 which delegates could visit to see how one joint labor-management program is training its members and upgrading their skills. (A report on this program will appear in depth in the next *International Teamster*.)

**S**everal resolutions were enacted by delegates to the Canadian Conference, all of which acknowledged the changing times and difficult economic realities being experienced today.

These included resolutions changing the frequency of the conference to every three years from every two years, and one mandating a change in delegate representation—from the current two per local union to one for the first one thousand members and one for each seven hundred and fifty members or major fraction thereof. This amendment ratified is the same as that provided in the Teamster constitution for representation at the International conventions.

Delegates also approved a per capita increase of ten cents per year effective October, 1982; October, 1983; and October, 1984, for a total of 30 cents.

Hosting the successful Calgary session was Teamster Joint Council 90, whose staff, in tandem with the Canadian Conference staff, did a tremendous job in extending good old fashioned western hospitality to brothers and sisters from neighboring provinces.

# BENEFIT DINNER GRAND SALUTE TO ROY AND HIS CHARITIES

The Roy L. Williams Benefit for the Muscular Dystrophy Association and the Greater Kansas City Foundation for Retarded Children was an event that many Teamsters and both charities will long remember.

It was a star-studded evening which featured tributes to the general president from his Teamster colleagues and political, sports and entertainment luminaries. In a fast-paced, quip-filled program, Master of Ceremonies George Lehr, executive director of Central States Pension Fund, introduced the distinguished dais with humorous one-liners and a few political barbs. One by one the speakers paid tribute to Roy in their own personal way, relating anecdotes and memories of long-time association with the Teamster leader. These included: The Honorable Joe Serviss, mayor pro tem; The Honorable William Waris, chairman, Jackson County Legislation; Jim Perry (Minnesota Twins); The Honorable Richard Berkley, mayor of Kansas City, Missouri; Johnny Robinson (Kansas City

Chiefs); Mike Havlicek, Director of Cooperating Organization for MDA; Len Dawson (Kansas City Chiefs); Attorney General Robert Stephan, State of Kansas; Cotton Fitzsimmons (coach, Kansas City Kings); Eddie Matthews (Milwaukee Braves), and Marshall Smith (owner, Tulsa Drillers).

General Secretary-Treasurer Ray Schoessling praised Roy as a veteran unionist, a personal friend and a friend to both charities long before it became fashionable to be so.

He was joined on the dais by the entire Teamster General Executive Board who came to salute their leader on this important evening.

Jerry Lewis, national chairman of the MDA Telethon, was on hand to personally thank Roy for his longtime involvement with the charity and to invite Roy to, once again, participate in the annual telethon, held the following week. Lewis gave a warm, personal speech which was sincere and unusually straight for the comedian.

Highlight of the evening were Roy's own extemporized re-



On the telethon Roy told of Teamster interest in MDA.

marks. In a moving account he described his first encounters with children at the Greater Kansas City Foundation for Retarded Children and his memories of meeting particularly one small boy. A hush fell over the entire ballroom as Roy recounted meeting with the children and his own personal pride in sponsoring the Roy L. Williams Teamsters Cottage at the Foundation.

Representing the Greater Kansas City Foundation for Retarded Children were Jess Le-Puma, executive director, and Vernon Debo, director of public relations. The men thanked Teamsters for their wonderful association and continued support.

The benefit netted over a quarter of a million dollars which was shared by the two charities, and on the following weekend of Labor Day, Roy appeared on the National MDA Telethon and presented Jerry Lewis the MDA check. It was the culmination of a warm and wonderful evening, lots of hard work and lots of caring on the part of Teamsters everywhere.



The dinner's success benefitted handicapped youngsters.

Organizing the unorganized and getting active politically were the twin themes heralded at the 12th quadrennial meeting of the Eastern Conference of Teamsters, as it convened the week of August 29, 1982, in Myrtle Beach, S.C.

Conference Director Joseph Trerotola touched on them even as he opened the week-long session. With all the perils facing organized labor in the 1980s—problems like deregulation and recession and high unemployment and an anti-union Congress—only by revamping and revitalizing will labor stay ahead, he said.

"Never forget the fundamentals," he exhorted. "Organize the unorganized and service the members to the best of our abilities. It's the only way to stay viable and to build a greater organization.

"We have always stood fast against our enemies," Trerotola concluded, in urging labor to maintain that same steadfast stance today, in the face of crippling legislation, a national and international depression and rampant unemployment.

Delegates were welcomed to South Carolina by Frank Woods, president of Teamster Joint Council 9.

Others addressing the group included IBT General President Roy Williams, General Secretary-Treasurer Ray Schoessling, IBT Vice Presidents Edward Lawson, Joseph Morgan, Harold Gibbons, George Mock, William McCarthy, John Cleveland and Maurice R. Schurr. International Trustee Teddy Cozza, other members of the Conference policy committee and a host of Teamsters from the International and Eastern Conference staffs also were on hand.

Special guests to the session included: Robert Georgine, president of the Building and Construction Trades Department, AFL-CIO; and Tommy Owens, former head of the Teamsters building and con-

## Eastern Conf. Hosts 12th Meet



Eastern Conf. meets; Joe "T" is reappointed as its director (below).



struction division, now with the AFL-CIO BCTD.

Teamster General President Roy Williams was introduced by Conference Chairman Joseph Trerotola, who noted that the Teamster leader assumed the reins of the union at perhaps the worst time in its history. "Roy takes over the helm—he runs into depression, recession, deregulation, everything you can possibly think of. He gets all the barbs, all the rocks and curves thrown at him, so it's important for us to stand behind him," Trerotola noted.

Williams' report was a detailed analysis about just how bad times really are and he was graphic in telling delegates about the union's battle on members' behalf against an administration that has tried to "take the meat out of Davis-Bacon," that tells Teamsters it is interested in learning how to minimize the impact of deregulation and then when given advice, "doesn't do a damn thing," and of a Congress that has complicated matters with a

whole string of anti-worker legislation.

"Talk about hard times; they certainly are here," he noted. "Our local unions are in the worst shape they have been in for many years in terms of layoffs and other problems.

"We will outlive this," the Teamster leader promised. "We will be here, but not without a concerted effort."

Noting the current economic ills and the paucity of solutions so far proposed, Williams said: "If we do not go back to work, we cannot pay a damn thing.

"Maybe we'll see light at the end of the tunnel. Let's hope so. We will be working to do that," he pledged of Teamster efforts to effect some change.

IBT General Secretary-Treasurer Ray Schoessling was on hand, too. He praised the job the Eastern Conference does in servicing its members and urged delegates to stand together in the battles ahead.

"We are a family," he noted, with "shared interests, common goals, mutual aspirations and we go in one direction.

"We've revitalized our organizing, we've retargeted our goals and we've set our sights on bringing countless new members into our organizational family—public employees and industrial workers among them," he told delegates.

Schoessling noted, too, that Teamsters are moving strongly in the political arena, and urged members to get active in DRIVE. We want to ensure that gains "we've made at the bargaining table over the years are no longer eroded by reckless legislators enacting laws without any thought for the repercussions they have on workers, their lives and livelihoods."

Edward Lawson, Canadian Conference director, extended greetings from Canadian brothers and sisters. He also discussed recent negotiations in which he'd been involved, with Maislin Transport.

## ECT

Lawson was able to intervene in the situation when the carrier was in jeopardy of going bankrupt, which would have affected thousands of American Teamsters, and negotiate loans to help the carrier out with the Canadian government through his office as a senator there. While noting that he had taken some heat at home for getting involved, Lawson made a cogent point. "When Teamsters are about to lose their jobs, I cannot tell the difference whether they are American or Canadian," he said, adding: Besides, whatever problems you encounter here, we will eventually see them at home, too.

**S**outhern Conference Director Joe Morgan minced no words. Noting that the South has recently gone through one of the worst economic periods in its history with the tandem burdens of deregulation layoffs and bankruptcies of trucking carriers complicating matters, he said:

"As interest rates were skyrocketing, we were told we were going to control inflation, bring it down. All these policies have done is have people laid off and left them suffering, with even fewer social programs to fall back on and one of the largest budget deficits in history.

"We must find a way to make our destiny brighter," he noted, "by sending people to Washington to do a job for people who work.

"He urged greater political action and strong support of DRIVE as keys to the solutions.

Speakers during the week renewed those calls to arms in the various trade division meetings.

IBT Vice President George Mock spoke up, noting that in the wake of deregulation's devastating impact on employment among Teamsters, members need to go out and organize to bring people into our ranks. "Organizing can be done," he noted, "no matter how bad

things are. But," he added, "the only way to do it is with hard work."

Teamster Vice President Harold Gibbons' last visit with a Teamster conference, though we couldn't know it then, came at the Eastern Conference session. Speaking to warehousemen in their trade division session, Gibbons reminded them that we are an International Union suffering from two painful experiences: that old question of deregulation that has filled the highways with gypsies and a severe recession that has thrown 10 million out of work and has had an impact on negotiations.

"We are operating in an environment of hostile labor relations legislation," he added, "and unless we can activate our membership and put into Congress men who believe in the movement, we are in serious trouble," he warned. "All the things you fought, labored and struggled for are in jeopardy."

He further urged: "Take your responsibility seriously and get your members registered and out voting."

Vice President John Cleveland talked about productivity standards, an area being explored by ECT's Jennifer Minamota, and discussed some ways in which we are trying to reassess and weigh workers' rights against management's productivity needs. He noted that as unemployment intensifies, employers, too, intensify their demands and that quality of life programs at some companies are helping bridge the gap.

IBT Vice President Maurice Schurr, a member of the Nat'l. Productivity Commission, also addressed this area. "Productivity standards are here to stay and in order to stay in business we have to learn to live with them." He added that by "looking at where we are, sticking together and forming strong cohesive joint councils, Teamsters will survive."

The newest Teamster Vice

President, Don Peters from Chicago, also reminded delegates of the problems facing them and urged them to stand united. He spoke of concession bargaining that often goes hand-in-hand with hard times and said: "Employers think it's their heyday . . . they think they can get away with all kinds of stuff in the environment we are living in. They are wrong."

**B**CTD Bob Georgine noted the shared interests between Teamsters and other building trades crafts and said that with current high interest rates and high inflation, it's time to pull together.

He urged a concerted effort "to get the people we represent doing things they can to change things" and pledged the BCTD's willingness to "do anything we can to buy our people out of this terrible situation we find ourselves in."

A high point of the quadrennial conference came with the nomination and elections for new officers to man the Conference's policy committee over the next four years.

General President Williams began the process by reappointing International Vice President Joseph Trerotola as director of the Conference for another four-year term.

Following this came the nominations and elections, presided over by McDonald Smith, secretary-treasurer of Teamster Local 175.

Reelected to the committee were: Joseph Trerotola, director and conference chairman; Sam Provenzano, secretary-treasurer, and policy committee members and IBT V.P.'s William J. McCarthy, John H. Cleveland, Maurice R. Schurr, as was Rocco F. DePerno, president of Teamster Local 182. Filling a vacancy created by the appointment of longtime policy committee member Robert Flynn to the International headquarters staff, delegates named McDonald Smith to the post.

Swearing in the policy com-

mittee was the happy task of General President Williams.

**T**he Resolutions committee had one resolution that was submitted to delegates, calling for the name of the conference's Public Service Division to be changed to the Public Employees Trade Division, in accordance with the name given the new International division. Delegates voted their accord.

Conference Secretary-Treasurer Sam Provenzano noted in his financial report that fiscally the conference is in good shape, thanks to a sound investment policy.

During the week-long meeting, attended by more than 550 delegates and alternates, the bulk of the work centered around the 13 division meetings being convened.

In each meeting, delegates were greeted with statistical data expertly prepared by ECT researchers to meet their specific needs, learned from Eastern Conference personnel all recent undertakings and listened to the remarks of invited guests with expertise in their fields, such as John Greeley, International Warehouse director; IBT Industrial Trades Division Director Joseph Konowe and Public Employees Division Director Barry Feinstein; and exchanged ideas, bargaining strategies and views.

Presentations were also made in each meeting by either ECT Research Director Jerry Schultheis or Associate Research Director Jennifer Minamota; by Morand Schmitt who is directing a new conference program to get participation in DRIVE increased; by ECT Legal Counsel Jon Axelrod and Hugh Beins and by other informative speakers.

The upshot of the four days of trade meetings was simple: "Get organized, be politically active, communicate with each other, cooperate with the conference to compile the statistical database that can make a

crucial difference in negotiating and organizing, and ask for help from the conference when you need or want it.

All in all, the session was a productive and busy one, with delegates gaining a better awareness of labor's problems and our potential solutions. It was time well spent by everyone.

Several trade divisions enacted resolutions that did not require full conference accord to implement. In brief, they called for:

- Initiation of a program designed to "quickly develop uniform wage rates, classifica-

tions, working conditions and fringe benefits in the soft drink industry.

- Action by the Eastern Conference and the International Union to seek the support of the Building and Construction Trades Department, AFL-CIO in ensuring that the hauling of dry cement to the various union job sites in the Eastern Conference area be performed by members of Teamster local unions, and

- Resolve from the Public Employees trade division mandating that member locals get politically active to try to effect state laws that will be beneficial to organizing public employees.

## Buffalo Employees Reject Decert Efforts At Frito-Lay

**O**ver the past few years, Frito-Lay, Inc. has adopted a corporate-wide policy to decertify the union at each of its locations. Members of Teamsters Local 264 in Buffalo, New York, rejected the company's anti-union practices, by voting in an NLRB election on November 3, 1982 to continue their support for union representation.

Prior to the election, Frito-Lay engaged in a series of practices designed to coerce the Teamster driver salesmen and warehousemen into believing that they would be better off without the Union. Frito-Lay treated the employees and their spouses to expensive dinners during which the company tried to demonstrate that wages and benefits were higher at non-union locations. In addition, just before the decertification election, the company brought in a lot of its higher management and labor relations officials from other corporate offices in order to persuade the employees to get rid of the union. These labor relations officials even rode with the driver salesmen for several days while they ran their routes. Frito-Lay passed out an employee handbook which contained an unenforceable seniority system and grievance procedure, providing that management would resolve employee disputes.

Notwithstanding, Frito-Lay's promises of increased wages and

benefits, the employees voted to keep the excellent representation provided by Edward J. Button, Local 264's Secretary-Treasurer, and his staff. With the assistance of personnel from the International and the Eastern Conference of Teamsters, Brother Button was able to convince the Frito-Lay employees that the job security provided by a union contract should not be disregarded for company promises.

Teamster employees at Frito-Lay's other locations should be aware that the company will soon be at their facility, wining and dining the workers and making various promises to attempt to bust the Union. Frito-Lay, however, fails to understand that, in these days of national economic crisis with unprecedented unemployment, Teamsters will not "sell" their seniority rights and job protection in the Union contract for empty promises.

General President Roy L. Williams said "that the rejection of Frito-Lay's anti-union tactics in Buffalo is just an example of the impact of the Teamsters' national campaign to defeat the company's effort to rid itself of Unions". General President Williams strongly believes that, through combining the resources of the Teamster local unions, conferences, and the International, the anti-union policies of Frito-Lay can be combatted and the employees provided the security and benefits of a union contract.

**S**olidarity was the keynote of the 1982 Teamster National Bakery Conference of the United States and Canada, held the week of August 8 in St. Louis, Missouri.

Throughout the four days of discussions and deliberations, bakery industry local union officers, as they talked about the problems facing the industry, evidenced a willingness and capability to overcome any challenges, and stressed that communication, cooperation and coordination are the keys to success.

As delegates described the challenges confronting each segment of the industry—from bread products to cakes, pies, crackers, cookies and a vast range of snack products—they hit on common themes. Conglomerate takeovers of smaller bakeries, a growing trend toward decertification by conglomerates intent on gobbling up all the profit goodies, increasing use of store drops and warehouse deliveries, attempted elimination of commission sales, reductions in the driver/salesmen force and increasing numbers of wholesale drivers—these problems continue.

But the mood remains an optimistic one, as evidenced by the statement of former Conference director Wendell Phillips, now retired, who told the delegates:

"When I retired five and a half years ago, the industry was supposed to be on its last legs. I have listened for 40 years to that sort of prediction, but you're still here and healthy as ever."

Phillips concluded by saying that as long as there's a demand for quality products at a good price with quality service, the Teamsters will survive. Delegates concurred.

Meetings during the week were presided over by David Torre, chairman of the Conference, assisted by Conference Director Howard Logan. Secretary-Treasurer Joseph Padellaro gave the financial report.

## BAKERY CONF.



Above, delegates to the Bakery Conference listen to Canada's Peter Wilson. On the dais, from left, are: Howard Logan, director of the division; David Torre, its chairman; Joseph Padellaro, secretary-treasurer, and Robert Meidel, vice-chairman.

Among the guests offering their insights on the industry during the week were: Peter Wilson, western regional director for the Canadian Conference of Teamsters; Robert Dietrich, Eastern Conference bakery division director; Paul Steinberg, Central Conference of Teamsters; John Hartigan, International auditor, IBT; George "Buzz" Westfall, prosecuting attorney of St. Louis County, and Jack Keane, a representative of St. Louis Mayor Vincent Schoemehl.

"It is the day of the conglomerate," noted Dietrich. "In coping with them, new organizing and negotiating initiatives are necessary. The world is not that big. We are here to help each other. Together, we can."

Peter Wilson spoke in a similar vein. Noting Canadian Teamsters' problems, he said our brothers and sisters up north are facing the challenges with greater cost competitiveness, increased efficiency, greater communication and solidarity."

John Hartigan added: "Our people work hard and make a good pay check. They are under pressure all the time. The employers and the customers together keep the pot boiling. But this industry has survived the Great Depression and it will survive this short economic slump."

Steinberg of the Central Conference also emphasized a un-

ity theme, offering delegates a five-point plan of action. "Continue to organize; educate our own kids to the role labor unions play in a democracy; become and remain more aggressive and active politically to protect what we get; be more active in the community, be part of it; organize to protect and save our own industries from non-union industries; and last and foremost, talk to each other, communicate."

Westfall and Keane both welcomed delegates to the city.

Conference Director Howard Logan brought the crowd to a fever pitch when he took the podium to address the situation confronting the Teamsters with the Frito-Lay conglomerate.

Delegates heard of the company's recent activities nationwide, its incursion into new product markets, and of Teamster initiatives to combat an increasing trend by the company to encourage decertification bids.

Delegates emerged agreed on the need for a unified approach, a tough bargaining stance, and coordination with other unions in the food industry.

A special guest, Jim Glenn, field operations manager and EDP trainer for Continental Baking Company, exhibited the "black box" computerized route system developed by his company and gave delegates a chance for hands-on experience.

The week was highlighted by a day-long session hosted by Local 688 Secretary-Treasurer Ron Gamache and his executive board at their unique Health and Medical Camp. (See related story, Local section.)

The business sessions of the four-day meeting culminated in the nomination and election of officers. Reelected were David Torre of Teamster Local 296, San Jose, Calif. as chairman; Joseph Padellaro of Local 686, North Andover, Mass., as secretary-treasurer, and Robert Meidel of Local 734, Chicago, Ill., vice-chairman.

# OHIO CONFERENCE FEATURED PROMINENT POLITICIANS

The recent Ohio Conference of Teamsters' annual meeting in Columbus featured an array of Teamster and government speakers from Washington, California and points in between.

Highlight of the late August Ohio meeting was an address by Secretary of the Navy John Lehman who carried a special message from President Reagan and the promise of more jobs for the heavily unemployed Buckeye State through Navy-related industrial operations on Lake Erie.

The Navy Secretary was introduced by President Reagan's Special Assistant for Labor Robert F. Bonitati, who delivered a telegram of greetings from the President.

In the telegram the President told the delegates: "I am delighted to send my warm greetings to all those gathered for the 1982 convention of the Ohio Conference of Teamsters. This event provides a special opportunity to express my deep appreciation for your continuing support of my administration's efforts to restore the strength and vitality of our nation. Your members play an important part in the further advancement

of American industry and our country."

Teamster leaders who spoke during the week-long conference included: Frank J. Matula, Jr., International trustee and a member of the General Executive Board; Loran Robbins, president of Joint Council 69, Indianapolis, Indiana; Joe Konowe, director of the Industrial Trades Division of the IBT, and Wallace Clements, International DRIVE representative.

Frank Matula praised International Vice President Jackie Presser for the fine job he is doing as director of the Ohio Conference and especially for Ohio's "exemplary DRIVE organization and many membership and retiree activities through the fine OCT Service Bureau."

In his address to the Conference delegates Presser said that the heart of any labor organization is the local unit. "Across the state our locals are hard at work organizing the unorganized," he stated. "We are doing what we do best, going into the small shops and companies where the workers have never enjoyed the benefits of union membership.

"It is tougher with employers fighting unionization every step

of the way. We don't win all the elections but we continue to do our best. In the coming year the Ohio Conference of Teamsters will be gearing up to offer expanded assistance to locals in organizing campaigns," Presser told the delegates.

In addition to Navy Secretary Lehman, the Administration and its economic programs were defended by Betty Southard Murphy, former member of the National Labor Relations Board and a longtime Reagan supporter.

The election brought out many Ohio candidates who emphasized the importance of DRIVE and its impact and awareness on the political front. Heading the list of candidates were Richard Celeste and Clarence Brown, candidates for governor, who staged their first debate in a question and answer session with Teamsters during the conference.

Governor James A. Rhodes made his final appearance as governor before the Teamsters telling them that his long tenure as governor would never have been possible without Teamster support and continued involvement in the public sector.

Other Ohio officials and candidates who addressed the conference included Chief Justice Frank D. Celebrezze, Secretary of State Anthony J. Celebrezze, Jr., U.S. Senate candidate Paul E. Pfeifer, Congressman Dennis Eckart, Senate President Paul E. Gillmor and House Speaker Vern Riffe.

The conference also heard various addresses from the OCT staff including the Service Bureau, field representatives and the Research and Legislative Departments.

IBT Trustee Frank Matula addresses OCT delegates.





## Teamsters' Lawyers Conf. Convenes

The 19th meeting of the International Conference of Teamster Lawyers convened in Coronado, California, August 22-26, with representatives of all five area conferences in attendance and what most agreed was the most impressive agenda of any comparable legal conference.

Following introductory remarks by IBT attorneys David Previant and Robert M. Baptiste, program chairmen, General President Roy Williams welcomed the 118 lawyers to the conference and congratulated them on the fine job they do on behalf of the union and its members.

"Yours is a difficult job," Williams said, "and everyday you encounter some very serious problems. We all appreciate what you are doing, because labor law concerns the welfare of every Teamster member."

Williams outlined union plans on important legislative matters in Congress, specifically relating to deregulation, the Hobbs Act and Davis-Bacon, and enlisted the lawyers' support in advancing a comprehensive legislative program.

General Secretary-Treasurer Ray Schoessling praised the many Teamster attorneys throughout the country. "We believe that Teamster attorneys, whether they work for the international or out in the field for our conferences, joint councils or locals, do an admirable or better job. We are gratified that you have devoted your lives

and skills to our union and its members," Schoessling said.

He went on to say that two million Teamster members depend on their expertise, particularly in "helping them hold their own against big business and in the maze of government bureaucracy."

Dave Previant recounted his many years with the group and proceeded to enlighten the lawyers with an update on multi-employer and multi-union bargaining units under the National Master Freight Agreement. He discussed "timely withdrawal" and the consequences within the context of the subject.

Duane B. Beeson, an attorney from San Francisco, then shared with those gathered some thoughts about plant closings and successorship, a very timely topic that was followed by some serious questions and accounts of recent closings through the nation.

Attorney Lester Asher from Chicago followed with a talk on political activities of trade unions under the Federal Election Campaign Act.

The final presentation of the first session was delivered by Myron J. Mintz, an attorney from Washington, D.C., whose subject was the taxation of political activity of labor unions, as a tax-exempt organization. Mintz discussed tax problems of PAC groups with recommendations on how to create a political action fund and the filing requirements.

The second session began with a presentation by attorney Gerry M. Miller of Milwaukee, who delivered a dissertation on Anti-Trust Law and recent developments relating to it.

He was followed by Attorney James G. Walsh of Missouri, who enlightened his colleagues with a presentation on Section 302 (under the Employee Retirement Income Security Act of 1974) Trust Fund Problems, including withdrawal liability.

Attorney Bruce Simon of New York City spoke on bankruptcy

and labor relations under the bankruptcy code. It was a presentation of practical strategies for labor union counsel participating in bankruptcy proceedings, as an alternative to litigation.

G. William Baab, an attorney from Dallas, addressed the conclave on some recent developments and issues pertaining to the law of fair representation, including relief bargaining.

And, rounding out the second session, Attorney Roland P. Wilder, from IBT headquarters in Washington, D.C., discussed conflict of interest and the potential for tension between group and individual interest. Wilder addressed the subject as, "The Union Lawyer's Dilemma."

The third session began with a discussion on the Labor Management Reporting and Disclosure Act and the Racketeer Influenced and Corrupt Organizations Act. IBT lawyer Gary S. Witlen reported on recent developments under Titles I and IV of LMRDA, and Bob Baptiste and Edward A. Cohen, an attorney from New Jersey, discussed Title V and the RICO aspects.

Hugh J. Beins, general counsel for the Eastern Conference of Teamsters, addressed the session on Subcontracting, Double Breasted Operations and Secondary Boycott. The final speaker of that session was Attorney Robert J. Higgins of Washington, D.C., who spoke on Damage Litigation.

In the final session David L. Uelmen, attorney from Milwaukee, spoke on more recent cases expressing Board and Court Opinions on Legal Problems in the Construction Industry as they impact teamster local unions.

And, finally, attorney Herbert M. Ansell from Los Angeles highlighted recent National Labor Relations Board developments.

Each session concluded with a lively discussion and follow-up on the day's presentations.

**T**eamster Vice Presidents M. E. "Andy" Anderson (also Western Conference director), Arnie Weinmeister and Louis Peick were honored recently for their civic and personal contributions to the betterment of their communities.

Anderson's recognition came at the dedication of the M. E. "Andy" Anderson Pavilion at International Guiding Eyes, Inc.

International Guiding Eyes, located west of Los Angeles, Calif., has long been a prime recipient for western Teamsters' support and encouragement in recognition of its landmark work in training guide dogs and blind persons to work together.

Spearheaded by the Teamster leader, the Western Conference of Teamsters has successfully raised more than \$250,000 from two fundraising dinners for IGE, including one honoring late Teamsters' General President Frank E. Fitzsimmons and another honoring Anderson.

"Although my name is on the new IGE Pavilion," Anderson said of the tribute, "everyone involved knows and is proud of the fact that all western Teamsters share in the good feeling of helping others through our efforts on behalf of International Guiding Eyes."

Teamster V.P. Andy Anderson is shown at the Pavilion dedication. To his left is Duke Lee, president emeritus, International Guiding Eyes.



## Teamster V. P.'s Honored



Teamster Vice President Arnie Weinmeister is pictured above.

Turning north to Seattle, Washington, Teamster Vice President Arnie Weinmeister was also honored recently.

**W**einmeister November 6 was inducted into the University of Washington's Hall of Fame during half-time ceremonies of the important Washington/UCLA football game, that helped decide this year's Rose Bowl contenders. He was among an elite group of seven athletes thus honored.

Weinmeister, familiar to Teamsters for his contributions as an International officer, also distinguished himself as a football player, both in the collegiate ranks and as a professional.

He was named All-Coast tackle as a Huskie senior and later started in the East-West Shrine Game and the College All-Star Game in Chicago. In 1948, he was voted pro football's "Rookie of the Year" for the old New York Yankees, and was tapped all-pro defensive tackle for the football team the next year.

Weinmeister played for the

NFL New York Giants for the next four years and was named All-Pro Tackle each year.

The Teamster leader adds this honor to many other awards received for his football career.

In the "Windy City," Chicago, Teamster Vice President Louis Peick was feted at a testimonial dinner September 13, given by the Chicago Trade Union Council for Histadrut.

**P**eick, also president of Teamsters Joint Council 24 and secretary-treasurer of IBT Local 705, was honored for his many community services, and amid a crowd of more than 1,000 well-wishers, received a silver plaque commemorating the honor and won praise from speakers including IBT General President Roy L. Williams, IBT General Secretary-Treasurer Ray Schoessling, Illinois Governor James R. Thompson, and William A. Lee, president of the Chicago Federation of Labor.

Proceeds from the dinner will go toward creation of the Louis Peick therapeutic nursing facility at the Lowenstein Rehabilitation Hospital for Retarded and Disabled Children in Raanana, Israel.

IBT Vice President Louis Peick with Mrs. Peick (front), receives congratulations from Gov. and Mrs. Thompson and Teamster G-S-T Ray Schoessling.



# Revamped Education Department Is On-the-Move

The Teamsters Research and Education Department at IBT headquarters was recently split into two separate divisions to provide more service to members, and using the flexibility of its new format, the new Education Department, under the direction of Art Kane, has been expanding and accelerating its seminar series.

In recent weeks, Kane and his assistant, Sally Payne, have hopscotched the country to bring training to Teamsters in the United States and Canada.

The program taking place in Calgary, Alberta, Can., drew an audience of more than 100 local union officers, business agents and stewards from throughout the province. Some had journeyed as far as 500 miles to attend.

The program concentrated on officer training and the rudiments of the steward's role, focusing on both Alberta and Canadian labour laws.

The program was requested by Conference Director and Canadian Senator Edward Lawson and was sponsored jointly by the conference and Teamster Local 987 of Calgary.

Stateside, the department conducted four other programs in recent weeks, among them sessions for stewards from Local 773, Teamsters from the Brewery Division, Local 1111 and Local 391.

Local 773 Secretary-Treasurer Steve Banus and President Al Abuzzi hosted a seminar for 120 freight, public and private sector stewards at Allentown College in Allentown, Pa. Goal of the program was to provide the stewards with the history of

the Teamsters and to study in detail the vital role the steward plays in contract maintenance, grievance handling, organizing and servicing the membership.

Three concurrent workshops ran throughout the program, dealing with problems unique to Pennsylvania State employees, freight stewards and industrial stewards.

In addition to the Education staff, Eastern Conference Representative Morand Schmitt and Public Sector Director Dick Pелuso were on hand to detail for stewards Pennsylvania state law dealing with organizing,

negotiations and grievance procedures.

Charles Klare, trustee of Teamster Local 95 and director of the Teamsters National Brewery Division, hosted a similar program in Williamsburg, Va.

This one-day program, attended by brewery Teamster stewards, again focused on the role of the steward in our union and his responsibilities in building an efficient local that represents our members.

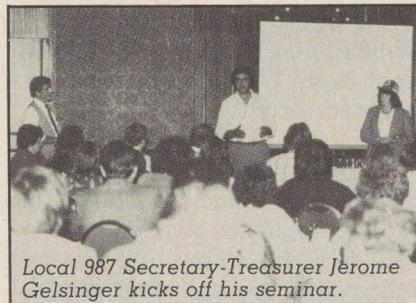
Ralph Waymire, secretary-treasurer of Teamster affiliate Local 1111, held another stewards' program, this one in Houston, Texas.

His program, attended by 35 stewards, also concentrated on stewards' duties, labor history, grievance handling and contract enforcement.

Next, the department staff journeyed to Teamster Local 391 in the North Carolina countryside for a two-day seminar attended by 206 stewards and officers.

During the program in late September, the stewards spent much of their time studying the latest techniques in membership representation. They also heard from several guest speakers who together presented a cohesive program designed to prepare stewards for any eventualities they might encounter on the job.

This program was a success, as were all conducted in both countries. The seminars were developed to fill a vital educational need for Teamster stewards, and help to strengthen the skills of those who play the closest day-to-day role in our union and the labor relations process.



Local 987 Secretary-Treasurer Jerome Gelsinger kicks off his seminar.



Local 773



Local 391

# Survey Findings

**S**eat belts save lives. Only six percent of all heavy duty truck drivers wear their seat belts. Therefore, it made sense for the IBT to join with the government and industry representatives to determine why seat belt use among truck drivers was so low.

Part of this effort was a driver survey sent to key Teamster locals throughout the country. The initial results of this survey show that the most common driver complaint concerning seat belts is that they are dirty, followed closely by the belief that seat belt use would be ineffective or actually harmful in a crash.

Drivers who regularly used seat belts often said they did so because either they or a friend had been saved from death or serious injury by their seat belts. Conversely, drivers who didn't buckle up expressed a fear of being trapped in a burning or submerged vehicle.

The IBT is committed to encouraging drivers to use seat belts. Part of this commitment is reflected in an effort to inform manufacturers of the problems with seat belt design, especially the cinching problem with belts and air-ride seats. The results of this study will be used to help carriers create programs to increase belt use.

## Driver Size Study

Truck drivers are significantly heavier and taller than their average counterparts in the U. S. population. This is the finding of a preliminary report on truck driver body size recently released by the Society of Automotive Engineers (SAE). Interest and research into this issue came as the result of a National Master Freight Agreement contract clause setting up a joint committee to investigate the adequacy of interior cab dimensions. Shortly after that commit-

tee was established, the SAE created its own study group.

The SAE study shows that the average male truck driver weighs some 37 pounds more than the average American male. Average female drivers outweigh their "civilian" counterparts by 22 pounds.

The difference between the two groups is even more pronounced among larger individuals. At the 95th percentile (individuals who are larger than 95 percent of their group) U. S. men are just over six feet tall, weigh 202 pounds, and have a seat girth (the "belly measurement") of 42½ inches. The 95th percentile male truck driver is



six feet, three inches tall, 265 pounds and has a seat girth of 51½ inches.

These preliminary figures may be revised as the study's raw data is further analyzed, but initial findings are likely to cause truck manufacturers to take a second look at the interior dimensions of vehicles they produce.

## Drivers' Qualifications Study

**T**he Bureau of Motor Carrier Safety (BMCS) has begun rulemaking which could have a profound effect on interstate truck drivers throughout the United States.

Entitled "Qualification of Drivers," this BMCS proposal is the first step toward counting certain off-duty traffic offenses as disqualifying offenses under the Federal Motor Carrier Safety Regulations. The BMCS proposal also explores the possibility of establishing a Federal "points" system for disqualification, set up along the same lines as many state licensing systems.

In a letter to all local unions representing commercial drivers, IBT Safety and Health Director R. V. Durham explained the BMCS notice in detail. The notice is an "Advance Notice" and, therefore, does not propose a specific rule. Rather, it describes the interest of BMCS in moving forward in this area and asks for public comments.

The core of the notice is whether off-duty offenses such as drunk driving and leaving

the scene of an accident should be treated as if they were committed while on-duty for disqualification purposes. The National Transportation Safety Board has recommended that such action may reduce the number of unqualified or dangerous interstate truck drivers.

The IBT has consistently favored effective measures to remove from the highway drivers—commercial and non-commercial—who have proven themselves to be unsafe. This policy was recently highlighted by IBT support and Congressional testimony in favor of a strengthened National Driver Register (NDR).

However, the present BMCS proposal has the potential for denying an individual the opportunity to work at his trade with little or no proven increase in highway safety.

Teamsters with an interest in learning more about this proposal or who wish to comment to BMCS should contact their local business agent and ask about the Nov. 1, 1982 Durham letter.

# NOTICE TO ALL FORMER EMPLOYEES OF ASSOCIATED TRANSPORT

Bankruptcy litigation involving Associated Transport is finally reaching the point where the claims filed with the Bankruptcy Court by former employees are being paid. Unfortunately, the Trustee in Bankruptcy is unable to locate many of the former employees in order to pay them.

If you are one of the former employees of Associated Transport listed below or if you can locate any of the individuals on this list, please contact in writing, providing a current address and Social Security number:

Thomas Cahill, Trustee  
Estate of Associated Transport

c/o Anderson, Russell, Kill and Olick  
666 Third Avenue  
New York, New York 10017

or by phone: Cohen, Weiss and Simon, 212-563-4100.

Even if a listed individual has died, his survivors should pursue the matter since they may be entitled to the payment. Your cooperation would be appreciated since our members have waited since 1976 to collect monies due and owing them. It would be a tragedy to have them lose this money because the Trustee was unable to locate them.

## Associated Transport, Inc. No. 76 B 982

S. J. Abbagnaro	James D. Cooper	James Heath	George Matay	Joseph P. Safka
John Q. Adams	Donald S. Cornell	Bobby R. Hedrick	Edward McCloskey	W. T. Sautter
Joan Andavis	A. J. Coyle	Ernest A. Higgenson, Jr.	Charlie McCullough	Vasken Savagian
Roy Anderson	Robert R. Coyle	Jacqueline Heinken	Edward L. McDonald	Barbara Schembri
Joseph Andrade	William T. Croak	Darrell B. Hill	James P. McEachern	David M. Seamon
Paul L. Albert	Robert L. Cross	Theodore D. Huffman	William C. McGargle	Alan R. Sedlock
George H. Angelo	Howard Cusick	Michael J. Hughes	David W. McGrath	Paul Semian, Jr.
Frank R. Ayers	Jackie L. Cyrus	Michael C. Hummel	John R. McKay	Paul H. Shellhamer
Thomas J. Bailey	Robert N. Daly	Robert Hundley	Thomas Mendoza	Dean C. Shelton
Harry D. Baker	Alfred DeCova	Timothy J. Hutchinson	James W. Metzger	George Shepard
C. Ball	Tony DeMichele	Lawrence Jackson	Theresa M. Miles	Patricia Simcox
Robert P. Ball	Roy K. Dernier	Chris E. Johnson	John F. Miller	Ralph Sinclair
William Bartley	Michael V. DiVetro	Herbert Johnson	Peter Mineo	Cleveland Slater
Cesar Bastante	Thomas Donovan	Tommy D. Johnston	Gary Morgan	Walter Smith
George E. Bearden	Sammie C. Doss	Henry E. Jones	Frank M. Mormon	S. B. Snipes
L. E. Bell	Shelby F. Doss	John W. Jordan	Robert L. Morris	Herman Spring
Robert B. Bell	B. A. Dowling	William B. Josey	Thomas R. Morris	Robert D. Sprott
J. E. Berbaum, Jr.	Charles Doyle	Roy Jurney	Titus W. Moyer, Jr.	Christopher M. Standring
Allene B. Betancourt	Gerard Dussalt	Gerhard Jung	Vincent Mushinsky	Eugene K. Staples
Harry Bjork	Donald A. Dufour	E. M. Kalapodis	James E. Nelson	Elizabeth Stone
George Bingham	(deceased)	Earl Keener	John F. Norwicki	Richard W. Stone
William B. Brady	Thomas Erchowsky	Phillip Kelleher	James A. Orick	Warren Strange
Nicholas Brelish	Dennis M. Eggerton	Earl C. Keller, Jr.	Francis Orr	Juan Suarez
Lonnie N. Brooks	James Edinger	Richard King	Charles Palmer	Elwood Swartzendruber
Joseph C. Brown	Herbert S. Feldman	John A. Kobistek	James A. Pertell	Elizabeth Szapor
Joseph Brzana	Frank R. Feites	Joseph Koegel	Gerald Padovan	Thomas A. Tatum
Joe Buchanan	Sam G. Fiorito	Thomas Keune	Boyd G. Patterson	Donald K. Thorton
Harry C. Burgers	Ronald E. Fletcher	Thomas J. Kuebler, Sr.	Gary M. Pearson	Michael A. Tigner
John Burrows	Robert Forrest	John J. Lameo	Robert J. Pembridge	John W. Toss
Walter Butler	Ronald Forrester	Charles D. Lance	John J. Pennell, Sr.	Edwin Tupay
John J. Campbell	Lonnie Foster, Jr.	William Lane	James L. Persinger	Dennis C. Tweed
James Canady	Carl H. Fowler	Howard L. Lawrence	George M. Peters	John P. Vanry
Michael Caple	Jack R. Frazier	D. W. Lemons	Monica E. Petry	John J. Venezia
Paul J. Carlton	Leon Gibson	Louis Liquori	William E. Phelps	Earl Waldren, Jr.
James D. Cash	Lennon Glover	Gary W. Loudermilk	Ralph Pridgen, Jr.	Arbora Wallace
Charles Chaclas	Emily Goncalves	Robert J. Love	Paul H. Queen	Gary E. Ware
Douglas Charlton	Antonio Gonzales	Michael Longo	John R. Rapinski	Robert Weaver
Albert W. Chizman	Virgil C. Gray	William M. Luft	Forest G. Ray	Frank Wendling
B. D. Clark	Charles W. Gregory, Jr.	Dolas D. Lugabili	William Rhoades	James D. Wheeler
Luther David Clayton	Robert Grein	James W. Lynn	Richard M. Riddle	Larry Wheeler
William L. Cliff	John P. Griller	Stanley J. Madaya	Harry Rives	Joseph Whinney
Donald R. Cline	Harry N. Grimes	Frank P. Maher	R. Roberts	Harold L. White
Heath F. Clontz	William D. Grubb	Cornelius P. Mallon	Francis Robinson	Robert E. White
Arthur Cohen	Gregory P. Grygorowicz	Frank G. Mansek	Quentin Romanies	Roland G. White
Milton B. Cohen	Craig Hainer	William E. Marta	Rodger Rock	Chester Williams
Raymond L. Comperatore	Raymond S. Hall	Learon Martin	Vernon Ross	Robert A. Wirsing
William Constantineau	Lee Hardman	T. S. Mataro	Emil A. Zekany	Walter C. Wismer
Anthony J. Cook	R. J. Harrington			Irby L. Workman
Edison L. Cook	Albert Hazel			
Rick Coon				
Joseph Cooney				

# Active IBT Locals

NEW YORK, NEW YORK

## At Local 831, Things Get Better & Better

There's been a lot to celebrate about at Teamster Local 831 in New York City, home of some of the finest Teamster sanitation workers in the country.

First was the landslide reelection vote October 22, 1982 that swept Local 831 President Edward Ostrowski, Vice President Peter Scarlatos and other incumbent officers back into office. The three-to-one vote for the incumbents gave the Ostrowski/Scarlatos team an overwhelming mandate for upcoming contract talks with the city. Reelected with the two principal officers were: Val Pappa, secretary-treasurer, Bob Kelly, recording secretary, and James Alongi, Harry Nespoli and John O'Keefe, trustees.

An even more exciting event took place for Local 831 members August 16 with the grand opening of a brand new, totally modern medical clinic to serve the sanitation workers represented by the local.

There was cause for jubilation as this beautiful new facility replaced an older, more weary structure unaffectionately known by the "sanmen" as the "Black Hole of Calcutta."

The new facility in Manhattan had been one of the dreams of Local 831 President Ostrowski and the board and was a goal they were jubilant at seeing to fruition.

"This new facility is what my men deserve," Ostrowski commented at a pre-opening tour of the center with city San-



itation Commissioner Norman Steisel. "It fits in with my constant goal to upgrade the image and dignity of Sanmen."

"It was a humiliating experience for my men to have to go to the old, dingy and dirty clinic," he asserted.

Nobody will be able to complain about the new facility with a waiting room alone that can accommodate up to 100 people comfortably and looks like an area in one of the city's most modern and fashionable office towers.

In addition to comfortable couches and chairs and color coordinated walls with bright colors, the clinic also boasts five examining rooms and a centrally located nurses station to help keep patient treatment moving along quickly and smoothly.

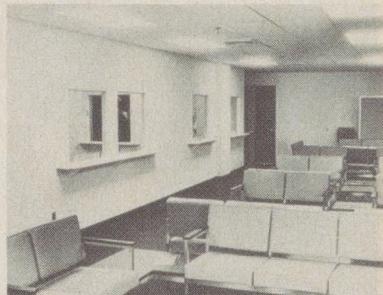
Approximately \$55,000 was spent for furniture and equipment in the patient contact areas, \$70,000 for rehabilitation of physiotherapy apparatus and \$7,000 for new audiometric equipment to test hearing.

Anthony J. Citta, director of health and safety for the city Sanitation Department, which helped finance the move to new quarters after city officials toured the old inadequate facilities and had seen how disheveled they had become, noted that the new clinic should provide sanitation workers with the professional environment of a modern hospital, where they can receive treatment with privacy, dignity and efficiency.

He also noted that the department had made a large investment in converting to a new medical records system that should make record-keeping accurate and easy to use.

Above, Local 831's board goes over some business at their first session after the election victory. From left are: President Ed Ostrowski, Vice President Pete Scarlatos, Trustee John O'Keefe, Secretary-Treasurer Val Pappa, Trustee Harry Nespoli, Trustee James Alongi, and Recording Secretary Bob Kelly.

Below, there's cause for celebration as Local 831 officers, clinic staff and guests get a pre-opening look at the new \$300,000 medical clinic to serve members of the New York local.



WASHINGTON, D.C.

## Teamsters at the Wheel, A D.C. Tourist Bargain

News from Washington can sometimes be bad, but for Teamsters, there's an encouraging story from our Nation's Capital.

Tourmobile Sightseeing Company, organized by Teamster Local 922, operates the familiar blue and white interpretive tour buses in the capital city, ferrying visitors to all major Washington, D.C. monuments, memorials, government buildings, the Smithsonian Institution complex and Arlington National Cemetery.

After paying a single moderate fare (adults \$6.00 and children \$3.25), pas-

sengers enjoy unlimited reboarding privileges for an entire day. Tourists can get off the bus at any of Tourmobile's 18 stops, visit the sight, then reboard whenever they're ready to continue their ride through history.

The six most popular sights, the expert Teamsters doing the driving tell us, are the Air and Space Museum at the Smithsonian, the U.S. Capitol, Lincoln Memorial, Arlington Cemetery, the White House and the Washington Monument. Visitors often are surprised to learn that the Smithsonian Institution consists of seven individual museums and buildings on the federal Mall and enjoy an average combined visitation during the peak summer months of 90,600 daily.

Tourmobile began operations with three

buses back in 1969, carrying 322,000 tourists that year. Today, the company has 34 buses. In 1981, more than 1,900,000 passengers utilized its services.

Tourmobile is a unique company providing good services at reasonable rates. And its drivers are obviously the best, since they are Teamster brothers and sisters.

The Teamsters Eastern Conference joins Teamster Local 922 in encouraging all union members and their families who visit Washington, D.C. to patronize Tourmobile and support their union brothers and sisters. And while you're at it, why not give that driver a big hello, and say you're a brother or sister. It's always nice to know there's family aboard.

# Active IBT Locals

## BOSTON, MASSACHUSETTS

### J.C. 10 Names Scholarship Winners

Teamster Joint Council 10 of Boston, Mass., recently announced the 1982 winners in its annual scholarship competition.

Making the announcement of the lucky local union members' youngsters selected to receive \$1,000 stipends toward their college educations was J.C. 10 President and IBT Vice President William J. McCarthy.

The five scholarship recipients include:

- Louann Devlin, daughter of Teamster Local 340 member Louis Devlin, an employee of Bancroft and Martin in South Portland, Maine.

- Craig J. Nielsen, son of Local 48 member Eleanor A. Nielsen, an employee of the Portland Water District in Portland, Maine.

- Keith Deroo, the son of Local 686 member Violette Deroo, an employee of ITT Continental Baking Company in Manchester, New Hampshire.

- Arlene Marie Mahoney, daughter of Local 127 member James H. Mahoney, an employee of the Massachusetts Turnpike Authority, Boston, Mass.

- And Barbara J. Sullivan, daughter of Local 379 member John F. Sullivan, Sr., an employee of Charles Lee Disposal Company, Boston, Mass.

Congratulations to all these deserving, college-bound scholars!



## NEW YORK, NEW YORK

### It's Certainly the Scholarship Season

Three students, all sons and daughters of Teamster Local 810 members, will enter college this fall with a hefty assist from their parents' local. The three are winners of the Milton Silverman scholarships, annual awards made by the New York local valued at \$3,000, and named in honor of Local 810's president emeritus and founder of the local and its pension and health plans.

The deserving youngsters include Julio Barros, son of Matilda Barros, an employee of Hauppauge Record Co. (formerly Keel Mfg. Co.); Dona Bruno, daughter of Anthony Bruno, an employee of Apex Wire and Cable Corp., and Paul Donnelly, son of James Donnelly, an employee of American Cystoscope Makers, Inc.



Shown here, the Local 810 youngsters receive their awards. From left to right are: Paul Donnelly, President Emeritus Milton Silverman, Dona Bruno, Local 810 President Dennis M. Silverman and Julio Barros. Local officers note

that this year's recipients are truly deserving, since all three are top students in their classes and also work evenings and weekends to help make ends meet.

## Teamsters Beat Decert-Happy Frito-Lay

In two arbitration cases recently, New England Teamster locals went head-to-head with Frito-Lay, Inc., combatting through legal channels some underhanded tactics the company has been using.

The first case dealt with the discharge of an employee, Brother Tom Vanasse, at the culmination of an 11-week strike. The company refused to return Brother Vanasse to his former assignment, alleg-

ing that he had engaged in violence on the picket line. The Teamsters swung into action on the false allegation, and after a 10-month wait, won for the Teamster full reinstatement with some \$21,000.00 backpay, and compensation for all lost pension and welfare payments.

The second award involved Frito-Lay's removal of vehicles from union employees in the New England area.

The vehicles had been used by employees to commute back and forth to work per agreement with the employer. After the employer suddenly decided to discontinue the practice, the Teamsters took them to arbitration.

It was the arbitrator's ruling, handed

down in July, 1982, that the removal of the vehicles from union employees only was a discriminatory practice under the contract in effect. Joseph Padellaro, chairman of the snack food division for the New England Council of Bakery Drivers, tells us that the company has returned the vehicles, but has filed for an appeal to set aside the decision of the arbitrator in U.S. District Court.

Teamster locals encompassed involved in the fight for their rights by the battling council include New England Teamster Locals 64 of Providence, R.I., 145 of Bridgeport, Conn., 559 of Hartford, Conn., and 686 of Lawrence, Mass. Good Luck Teamsters!

## PHILADELPHIA, PENNSYLVANIA

## One Candle Can Light the Darkness!

Where there's a will, there's a way, as the saying goes, and that certainly applies to Teamster Local 169 shop steward Thomas E. O'Leary and the five-year battle he and members of the environmentally aware Lower Providence Township Concerned Citizens group have waged to stop a local dumping area from becoming the "Love Canal" of Pennsylvania.

At the center of the controversy was Moyer's Landfill in Eagleville, Pa., which until 1968 was a neighborhood dump, before being purchased by Moyer's Landfill, Inc. in 1968 and turned into a private operation.

The dump site became the target of Concerned Citizens, a 450-member group led by President O'Leary, about five years ago. Concerned with announced plans to expand the dump site, increasing evidence that pollutants were being dumped at the site which were seeping into area water supplies, and troubled by complaints of reeking odors and water pollution caused by the landfill, the group began taking a second look.

Today, after years of grueling effort, they are seeing results. Recent court decisions have vindicated their efforts and brought a halt to the dangerous dumping.

As the result of several court cases, the dump has been refused the opportunity to expand to a nearby site, was repeatedly ordered to stop its pollution causing practices and fined, and finally, in 1981—as a result of a civil suit filed by the citizens group, was ordered to cease operations.

This past spring, in a precedent-setting case, U.S. District Court Judge Louis Pollak went further. He found the dump operator and part-owner, Paul Lanigan, guilty after a jury trial of 15 of 34 counts of breaking federal water pollution and refuse laws and sentenced him to a \$200,000 fine and a year in jail. Owners of the landfill also were found in contempt

by the judge, for disobeying two orders issued in 1981 to remove polluted water from the property before it contaminated the surrounding countryside.

Although the leachate created has still not been contained, negotiations are ongoing among the current owner of the landfill, the citizens group, state environmental officials and a court-appointed receiver to see that the clean-up takes place.

The story of this rag-tag group that grew into what some credit as the most forceful, cohesive environmental group in the state is an interesting one.

It began with some 25 people concerned about their kids, their community and their quality of life. It ended up a mighty force ready to do battle before the city council, in court or with the state to get results.

O'Leary, a Teamster steward and warehouseman at A. Weinfeld and Co., a food distributor in Philadelphia, was just trying to live a peaceful life with his wife and children when it all began.

But when residents began complaining about increased landfill activities followed by the dump manager's mid-1977 attempt to expand the 53-acre landfill to an adjoining 131 acre farm, things began to coalesce.

By that fall, the group began noticing unmarked trucks entering and leaving the landfill at odd hours. Through national media coverage of the unfolding saga of the effects of chemical dumping done by the Hooker Chemical and Plastic Corp. in the Love Canal area of New York and other reports of landfill problems, residents gradually became more concerned about their own area and "midnight dumping." A Washington Post reporter later notified the association of a study in which their landfill have twice been cited for dumping toxic waste and the effort was launched, amid growing citizen interest.

"Before, we were middle-class people, who paid their taxes and just assumed the government was doing their job," O'Leary noted. "We had the idea that you took your problems to Big Brother, and had them solved."

"But it was the exact opposite," the Teamster exclaimed. "Local officials did

very little to help, and even the Department of Environmental Resources (DER) proved more an antagonist than an aid.

"We fought DER tooth and nail," he said, "only to have them finally join our group's civil suit in the Lanigan trial"—after the group had financed the legal fees, done the research and provided the impetus for change and fought local and state officials all the way.

Through unity, militancy and a little luck, the group got its day in court (thanks in part to a law firm who accepted the case on contingency, asking the group to pay only for phone calls, warrants and other incidentals that eventually totaled \$15,000—a sum raised by citizens through bake sales, flea markets and the like).

Today, two of its three objectives have been met. "First, we wanted to close Moyer's Landfill," says O'Leary, "and we did that, on April 3, 1981.

"Second, we wanted to stop its expansion." With the landfill already covering 53 acres and rising 400 feet into the sky, the judge's ruling did that too.

The last objective, cleaning up the landfill, will undoubtedly prove the toughest, but it's one the group hopes to achieve, too.

"Even though the landfill is closed, it still leaks its waste water, known as leachate, into the Skippack Creek, one of southeastern Pennsylvania's most popular trout fishing streams. The Skippack flows into Perkiomen Creek, which in turn, flows into the Schuylkill, a major supplier of Philadelphia's drinking water," O'Leary notes.

"To put the dump to sleep will require a new leachate catch system, a partial top cover and ground cover. The bowl created in the southwest portion of the dump must be filled in, graded and seeded, so rainfall can slide down rather than penetrate, and seep through. The task is similar," he says, to "putting a battleship into mothballs," but it must be done to safeguard the lives of area residents and their young who now rely on bottled water for their drinking—and in some instances, bathing, needs.

Yes, a big job still lies ahead, but O'Leary, a tough 47-year-old "Irishman who never ran from a fight in his life" and the citizens group are up to it.

# Active IBT Locals

NEWBURGH, NEW YORK

## Health Care's Now A Local 445 Domain

Teamster Local 445 has entered an entirely new organizing territory, with a recent NLRB election win among a 223-person professional unit at St. Luke's Hospital in Newburgh, New York. The unit includes registered nurses, pharmacists, physical therapists and methadone counsellors.

Victory came after a four-month organizing campaign conducted by the Teamster local, and was the first in the health care field for the 4,500-member local, which now joins a host of other Teamster affiliates in representing such health professionals around the country.

Local 445 Secretary-Treasurer Ray Ebert attributed the victory to the strong

feeling on the part of the registered nurses, in particular, that if they were ever to improve their conditions, they would have to organize within a strong union.

The numbers of people leaving the profession and the burn-out rate for those who stay is staggeringly high, Ebert noted. "In our case," he said, "the hospital only paid attention to the nurses' problems when they embarked on the union organizing campaign."

And even then, the hospital's "concern," was manifested first in its immediate hiring of the New York City law firm of Clifton, Budd, Burke and DeMaria, known for union-busting, as soon as it learned that the RNs had gone to Teamster Local 445.

"When we realized that the nurses were serious about organizing," Ebert added, "we sought and received help from our International Union's Research Department, as well as from Locals 803 in New York City and Local 59 in New Bedford, Massachusetts."

Both Teamster locals had organized hospitals with registered nurses in the bargaining units previously.

"Through the good offices of our vice president, Joseph Trerotola, we also had International Organizer Vicki Saporta speak to a meeting of the nurses," Ebert added. Saporta has spent the past three years organizing hospitals in the Western Conference of Teamsters area. "Her rapport and understanding of the RN problem

was a key factor in the success of the campaign," the Local 445 leader acknowledged.

Following a demands meeting with the new unit of Teamsters, contract bargaining talks recently began.

And already, the industrious local is on the move again. Local 445 recently filed for an election among 110 technicians at St. Luke's, a date for which is expected soon. The local union hopes shortly to be able to include these workers among its Teamster ranks as well.



IBT Organizer Vicki Saporta urges St. Luke's nurses to vote Teamster, prior to the election.



CHICAGO, ILLINOIS

## Teamster Armored Car Drivers Really Deliver

Armored car drivers, all members of Chicago, Ill. Teamster Local 725, were recently lauded by their employer, Brink's Incorporated, for being "Number One" in the company, both in this country and internationally. The Addison, Illinois Teamsters received that

accolade and two awards for their unmatched worldwide safety record.

The presentation was made to the drivers shown recently at the facility by Brink's Vice President Archie Wierenga. He is shown on the right presenting two beautiful plaques to union steward Bill Link and Addison manager Nick Porter.

On the left and beaming with pride are Teamster Local 725 Secretary-Treasurer Edwin F. Huckle, and to his right, President Mal Noble. The Team-

ster officers joined in complimenting the drivers, all of whom have 25 or more years of service.

(The smaller armored car behind the group is a vintage 1933 chassis on a 1946 frame International Harvester.)

If you were in need of armored car service, wouldn't you rather have goods delivered by the best and the safest. Brink's thinks so and is happy to have these Teamster experts working for them.

## DETROIT, MICHIGAN

### Unsafe Truck Costs Company \$930,000

For Teamster Local 124 member Bobby Thompson, an unlucky fall from a truck cab recently resulted in a whopping \$930,000 settlement of a civil suit against Signal Companies, Inc. and its subsidiary, Mack Truck, Inc., maker of the truck cab, and brought much needed attention to the defects inherent in many current cab designs.

The Teamster's case reemphasized the need for new design features on cabs to prevent slips and falls. This is an area in which the IBT Safety and Health Department has been extremely active, calling for change within the industry, monitoring drivers' health and suggesting improvements.

On July 28, 1982, a Wayne County, Mich., jury rendered the verdict in the amount of \$930,000.00 on behalf of Bobby Rae Thompson and Jenelle Thompson, against the defendant companies, after Thompson's lawyer, Barry Waldman, proved conclusively in court that Thompson's fall and subsequent injuries were directly attributable to his vehicle's unsafe system of "ingress and egress."

Thompson, a member of Detroit Team-

ster Local 124, was injured on February 27, 1979, while exiting a 1978 Mack cab-over-engine truck, Model W. The jury agreed that the injuries he suffered, as his lawyer contended, were the result of an unsafe entry/exit system that had contributed to his fall.

Their conclusion came after Attorney Waldman presented considerable research and strong evidence by experts to the jury, including a mock-up truck model, built to show the unsafe conditions contributing to the fall and ways in which the truck could have been built safely with existing technology to avoid such hazards.

Thompson was attempting to exit his cab on a snowy day, and in the process of climbing down, missed the first step just below the door of his cab, which was covered with a collection of snow and ice, facts presented showed. As he lost his footing, his right hand slipped away from the grab bar, and with nothing for his left hand to hold onto or foot to step on while exiting, he plummeted to the ground.

As a result of the fall, Thompson, previously a member of both Teamster Locals 299 and 512, sustained a disabling ruptured disc, which required two laminectomy operations. Despite the operations, the Teamster has been unable to return to his job and remains disabled.

Other testimony by an expert witness from the University of Michigan's Industrial and Operations Engineering section used the mockup and demonstrated in tests using volunteers of Thompson's height and weight that the truck's entry/exit system was defective, since the forces required to utilize it were greater than a person of Thompson's weight and height were capable of exerting in the accident situation.

Thompson's attorney also introduced statistics from an earlier study of Teamster injuries from 1966 to 1970 on the slips and falls problem that revealed that approximately one-half of all Teamster injuries were grouped under the heading "Motor Vehicle-Not Moving" in that period. Of the group of injured Teamsters, approximately 50% had suffered injuries attributed to falls off of cabs or injuries to drivers who jumped rather than use the existing defective entry/exit systems on the cabs.

Thompson's witness also testified that there was a known need for improved cab exit and entry systems on the date of the accident, substantiated by more data on this problem.

Despite expert company testimony by a principal cab designer for Mack Trucks, Inc. that this "Cadillac" of the industry had systems safer than most other truck entry/exit systems, the jury apparently found the facts of Thompson's case more credible.

"It is regrettable," said Waldman, an attorney with the firm of Marston, Sachs, Nunn, Kates, Kadushin and O'Hara, "that it requires numerous and severe injuries to Teamsters from defective products in



These photos, used as exhibits in the Thompson case, illustrate the difficulty of exiting and entering some cab models currently in use. Three point contact systems and other safety equipment could help circumvent accidents, the jury in this case decided.

order to get truck manufacturers to learn how to properly design their products." Hopefully, he added, "the jury verdict in the Bobby Thompson case and others like it will make it more expensive for truck manufacturers to disregard the safety of the drivers, than it will be for them to design and manufacture their products safely in the first instance."

Waldman added his hope that the case, and the research and analysis generated from it, will serve as notice to the manufacturers and suppliers of truck cabs and tractors that safety concepts must be considered seriously when designing these types of systems.

The Bobby Thompson trial should also serve notice to truck manufacturers that it isn't sufficient to hire designers who can come into court and say, "I did the best I could," without data, testing or other analysis to establish the adequacy and safety of the entrance and exit system. The jury in the case found that the expert witness for Mr. Thompson had done the kind of testing and analysis that should have been done by the manufacturer before the Model W COE was ever put on the market.

And if the case was successful, hopefully someday in the near future, we will see cabs coming off the production line, with safety-conscious three-point contact systems, climbing surfaces and grab bars with adequate slip resistance capability and a high coefficient of friction, step surfaces that deter unnaturally high buildup of ice and snow on the footholds, and less freely swinging doors that will not further inhibit the driver's normal dismount procedure, as the present model W COE does, making an already defective system more dangerous.

## CHICAGO, ILLINOIS

### Students Benefit from Teamsters' Fund

Carrying on a years-long practice, 11 students this fall—all youngsters of Teamster Local 781 members—were tapped to receive \$500 cash college grants to help finance their educations.

Local 781 President Joseph Bernstein noted recently that the 1982 awards brought to 175 the total of \$500 grants that have been bestowed on high-ranking students among the union's member families over the 16 years the program has existed.

Winners of the 1982 awards included: Hrach Alexanian, son of Bedros Alexanian, Cotter & Co.; Laura L. Castillo, daughter of Tita Williams, Dry Storage Co.; Karyn Curbis, daughter of Ronald Curbis, Walgreen Drug warehouse; Steven Duplain, son of Horace Duplain, Continental Freezer, and Diane Herrmann, daughter of Elmer Herrmann, Essex Group.

Also benefitting were: Jeanne Hughes, daughter of Ervin Hughes, Rheem Manufacturing Co.; Maria Hyatt, daughter of Robert Hyatt, Lake-River Corp.; Michael May, son of Joanne May, General Warehouse; Amilcar Rayo, son of Natalia Kozak, Fannie Mae Candy Co.; Gwendolyn Rodgers, daughter of Jessie Rodgers, Hertz Rent-a-Car, and Christine Szarley, daughter of Charles Szarley, Rheem Manufacturing Co.

# Active IBT Locals

ST. LOUIS, MISSOURI

## Local 688ers Enjoy Unique Health Benefit

Nestled amid dense woods and beautiful rolling hills just outside of St. Louis, Mo., is Teamster Local 688's Health and Medical Camp, which recently served as the site for a day-long session during the Teamster Bakery Conference's four-day meeting.

The camp is situated along the meandering Mississippi and stands as testament to one Teamster local's foresight and leadership on behalf of the membership.

The camp was purchased in the late 1950s and was then really out in the wilderness. Today, the urban environs encroach, but the site has increased in size with additional land purchases and is today worth many times more than the initial dollar investment. The center houses an incredible complex of services available to Teamsters covered by a health insurance program financed by employers that funds its operation. Approximately 11,000 of the local's 13,000 members do, in fact, have access to it.

The site encompasses more than 240 acres, with vistas both majestic and peaceful. Here, families can enjoy nature and a day of togetherness. Teamster brothers and sisters from various crafts often visit the site by shop to enjoy conviviality among their colleagues.

But the camp offers much more. Each

Saturday and Sunday during the summer some 4,000 Teamsters pour in the camp's gates to enjoy their picnics, use the ball diamonds, or play golf on the grounds' nine hole course at the ridiculously nominal greens fee of 25¢. They also can barbecue at the numerous pavilion areas around the site, swim in one of the center's two pools, pitch their tents in the complex's tent camping area equipped with hot showers, enjoy the restaurant in the complex and take advantage of other pastimes.

There also are tennis courts, a 35-acre fishing lake that is periodically restocked with fresh catfish, bluegill and bass, ball fields and horseshoe sites. There's even a specially designed water/sewer treatment facility that is large enough to service a small city, just to meet the complex's needs.

Members' spouses and youngsters also enjoy the health center and can enjoy any of its facilities, including the golf clubhouse, several restaurants and snack bars, as well as an outdoor arts and crafts pavilion. A remarkably equipped indoor ceramics center, complete with trained instructors, kilns, hundreds of molds, and all the materials necessary to make and decorate pieces, is available for those who want to learn this unique skill. Here the novice quickly learns to turn out professionally crafted vases, dishes and other ceramic pieces, suitable for home decoration or gift giving. Some of the molds even resemble the famed and much more expensive Hummel and Royal Doulton pieces collectors love.

For the youngsters, there are other pleasures. For the nominal fee of \$10, campers can enjoy a two-week stay at the facility's well supervised summer camp, where they share a cabin with other Teamster youngsters, cook over an outdoor fire, fish in their own constantly stocked lake for fish, can enjoy their own crafts center and swimming pool, or play in one of the camp's always supervised

modernly equipped gym areas. Summer camp must be a very special experience for many Teamster youngsters given this opportunity.

Or perhaps a child could first learn about the wild over at the family camp-ground, where they can pitch tents with the family, cook over an open fire, perhaps wander across a wild animal or two, and learn about nature at the on-site nature center.

In addition to its myriad recreational attractions, the center is used frequently for more serious purposes, among them periodic screenings among the membership for high blood pressure and special immunization programs, such as the one conducted a couple of years back, when the swine flu scare was rampant.

On the grounds is a complex of classrooms, offices and dormitories that have accommodated hosts of Local 688 stewards for on-site educational seminars.

Teamster employers are invited down periodically, too, so they can see how much their small payroll contributions to the medical fund mean to the members in terms of service.

It's all there for lucky Local 688 members, who've been well provided for by an enlightened leadership over the years, first by IBT Vice President Harold Gibbons who as a Local 688 officer in the 1950s envisioned the concept, and today, by Local 688 officers, including Secretary-Treasurer Ron Gamache, current union administrator, and others who keep the dream alive.

In addition to the health center, Local 688 also provides under its negotiated insurance plans, Labor Health Institute coverage to provide expert health care to members and a special in-town gym/weight loss clinic available to members who need such services.

All in all, it's an impressive and enlightened package and a real example of what forceful Teamster bargaining over the years can accomplish for workers.



DES MOINES, IOWA

## Seniority Clause Sure Helped Out Here

Four Teamster Local 147 members employed at Monarch Manufacturing Company were mighty happy they had a union contract recently. The four, all affected when their Waukee, Iowa, employer initiated a major layoff and, in the process, circumvented the seniority line, got their local on the phone. The result: the women, Rita A. Shook, Theresa Ramsey, Vera Pruitt and Marilyn Thompson, are shown here receiving a backpay award from Business Representative James L. Merrifield, who along with Local 147 legal counsel Robert E. Conley, argued their case in arbitration, winning for them the largest award in the local's history—a joint award of \$9,759.00.

## In Memoriam

### IBT Mourns Deaths of 3 Teamsters

Teamsters suffered three losses in recent weeks as, in a short period of time, the deaths of Teamster Local 795 President Sam Smith, Mrs. Esther Matula, wife of IBT International Trustee Frank Matula, and International Auditor Charles E. "Rocky" Rockenmeyer were announced.

Sam Smith, longtime midwestern Teamster leader, was best known nationally for his invaluable assistance as reading clerk at both the 1976 and 1981 Teamster conventions in Las Vegas, Nev.

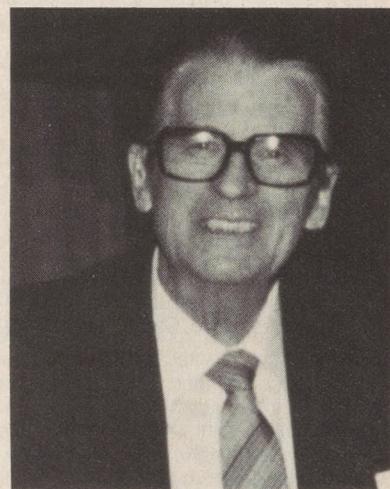
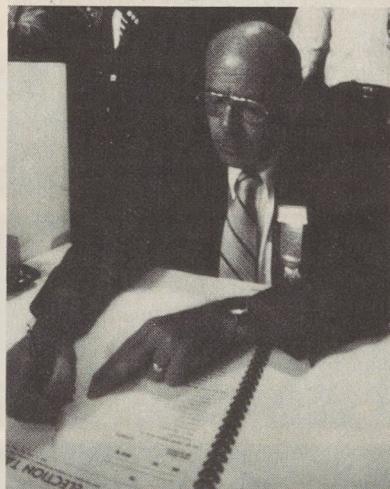
President of Local 795 in Wichita, Kans., Smith also had served as director of the Central Conference's warehouse division since 1964, heading up grievance panels with Kroger, Fleming and Super Value, and had long been a member of Joint Council 56's executive board.

He served as principal officer of his local from 1952 until his death on June 21, at the age of 67, after a year-and-a-half bout with cancer. He began his Teamster career back in 1935 as a member, from 1940-42 served as recording secretary of Local 541 before serving in the U.S. Army during World War II, then returned to the local, before moving over to Local 795, where he would serve for so many years as an officer.

In Brother Smith's name, a memorial fund was established at the St. Joseph Hospital Department of Oncology in Wichita, Kans. to carry on the research work of the Edgerton Foundation in which he was so interested.

The second loss came in late July, with announcement of the death of Esther Matula, wife of Teamster International Trustee Frank Matula, from a heart attack after a long and incapacitating illness.

Mrs. Matula was familiar to thousands of Teamsters, especially delegates to



Sam Smith (right) and Rocky Rockenmeyer (left) are pictured in their capacities at the 1981 Teamster convention: Rocky as recording clerk for the election tally, and Sam as reading clerk for the proceedings.

Teamsters conventions dating back to the 1950s and 1960s, which she had attended enthusiastically.

She will be missed and mourned by all who knew her.

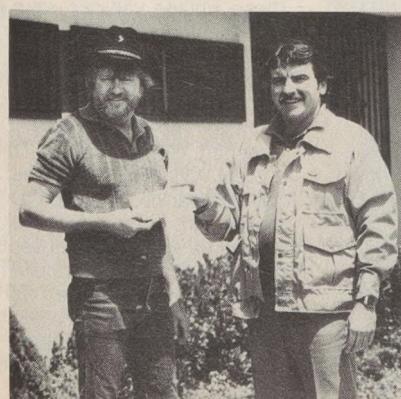
The sudden death of Charles E. "Rocky" Rockenmeyer of St. Louis, Missouri, another veteran Teamster, was announced on October 20, as a result of a stroke.

Rocky, who was 53 years old at the time of his death, began his Teamster career in 1958 with Local Union No. 688, St. Louis, Missouri, later being appointed as Comptroller for the Central Conference of Teamsters. During this period of time, he was available for assistance and advice to the local unions in the St. Louis area, gaining an appreciation of the administrative problems faced by the offi-

cers of these organizations.

His ability and talents, long-recognized by the International Union, resulted in his appointment as an International Auditor in 1969, a position he held until his death. During his service with the International Union, his advice was invaluable in the formulation and implementation of the TITAN bookkeeping and communication system used by Teamster local unions throughout the country. He also was asked to serve at International headquarters for a brief period on personnel matters and on several occasions in revising the manual for local union secretary-treasurers.

Rocky also was an avid sportsman, who for relaxation enjoyed bowling (he once bowled a perfect game), playing tennis, racquetball and golf.



#### NORTH HOLLYWOOD, CALIFORNIA

### The Stuff Movie Plots Are Made Of

A movie studio scriptwriter couldn't have done it any better, or at least, that's what Teamster Local 399 thinks of the arbitration verdict in the case of member Danny Anglin.

Anglin recently was the winner of a \$45,000 backpay award check, here being presented to him by Local 399 Secretary-Treasurer Pete Diskin.

An arbitrator hearing the Teamster's case ruled in Anglin's favor, saying that his employer, Universal Studios, had no right to terminate Anglin because of a physical handicap, since it had been a preexisting condition at the time of his hiring some 18 years before.

Danny has operated every piece of rolling stock used in the studio—from horse-trucks to high speed insert cars. He's happy his case had a good plot ending, thanks to an aggressive Teamster local in his corner.

SOUTHERN, WESTERN AREAS

## Teamsters Deliver Messages Of Unity, Commitment

What better way to celebrate Labor Day, that traditional time devoted to working men and women, than with marches to proclaim labor's solidarity and protest economic conditions that are endangering the very rights workers strove so hard to win.

Teamsters in three areas did just that recently, participating in marches during the autumn months.

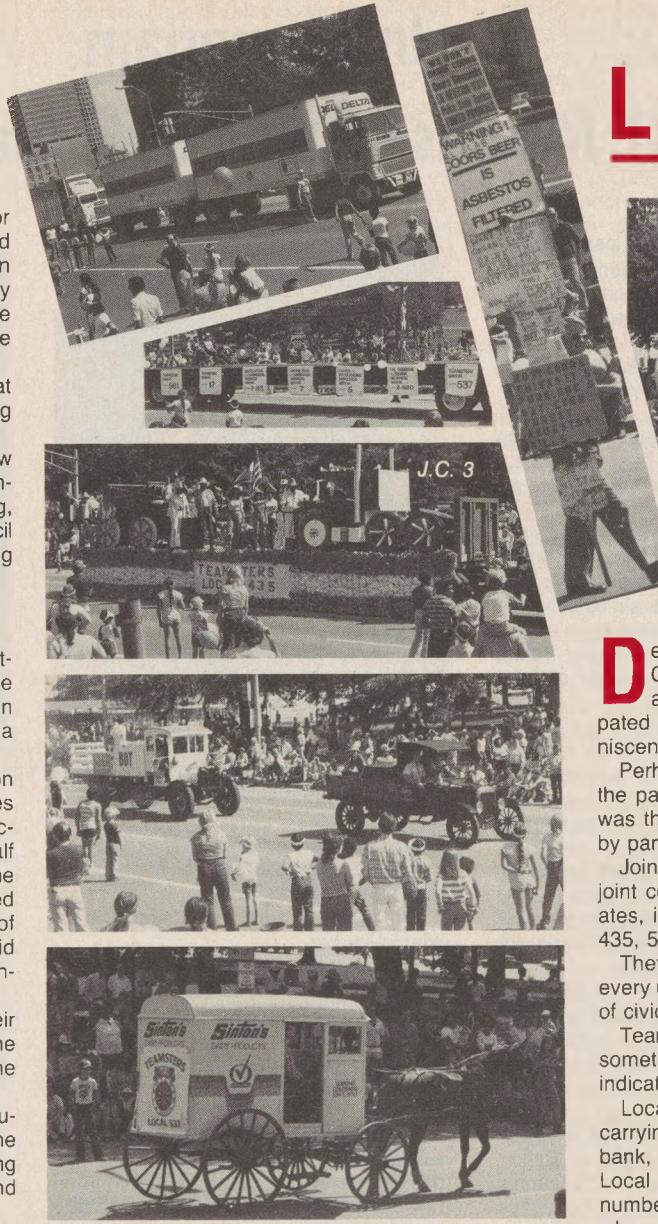
Teamster Joint Council 93 from New Orleans, La.; Joint Council 3, encompassing locals from Colorado, Wyoming, Arizona and New Mexico, and Joint Council 7 from San Francisco, Calif., were among those active.

Affiliates of Joint Council 93 on Saturday, August 28, 1982, were in the vanguard of a march on Baton Rouge, La., along with some 13,000 area unionists representing all crafts.

The rally, coordinated by the Baton Rouge Building and Construction Trades Council and by Teamster Local 5 Secretary-Treasurer Doug Partin, on behalf of Joint Council 93, culminated at the state capitol where the unionists voiced their protests of the anti-union policies of Louisiana's Republican Governor David Treen, and the hideously high state unemployment rate of 15%.

More than 600 Teamsters and their families joined the march, delivering the message that workers are fed-up with the status quo.

Teamster Joint Council 93 congratulated especially Brother Partin and the Local 5 executive board for contributing "many hours of their time, money and effort to make the rally a success."



## Labor on t

Denver, Colorado Teamster Joint Council 3 also was on the move, and on Labor Day, 1982, participated in a gala parade and picnic reminiscent of labor celebrations of old.

Perhaps the most exciting thing about the parade, enthused Teamsters noted, was the warmth and union pride shown by participants.

Joining in the fun-filled effort were the joint council and its Denver-based affiliates, including Teamster Locals 13, 17, 435, 537 and 961.

They were joined by unionists from every union in the area, along with a host of civic, fraternal and school groups.

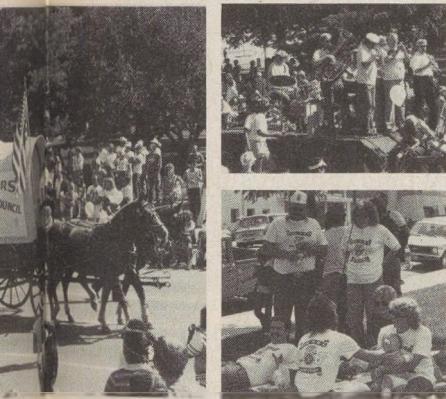
Teamster floats and exhibits were really something to behold, as the photos here indicate.

Local 13's entries included a truck carrying quite a load—a live Dixieland band, union members, plus countless Local 13 balloons, red, white and blue numbers that could be spotted everywhere.

Local 17 outdid itself too, arriving on the scene with several antique trucks to show bystanders (and serve as a nostalgic reminder to some Teamsters) of how things were in the "good old days. These vintage vehicles were enough to make any over-the-roader thankful he or she sits behind the cab wheel of a sleek single-double-or triple-trailer today. (These also were on display, courtesy of area Teamster employers like Delta, NW Transport, Garrett and BN Transport.)

Local 435 showed up with a display that really rankled the union-busting Coors people right in their own backyard. Part of its entry was an Anheuser-Busch van bearing "Bud Man," a popular hero to the anti-Coors crowd. Local 435 also displayed the Teamster colors before the crowd and dazzled spectators with sparkling Teamster personalities from aboard an elaborate float depicting Teamster

# in the March



progress from horsedrawn freight wagons to modern diesel trucks.

Local 537 also had several entries. Together with Local 961, the statewide Teamster Line Drivers, Airline and Race Track Employees local, it appeared on a float representing the Colorado Food and Beverage Trades Council, in a rousing display of union solidarity.

Another of Local 537's entries showed that craft local's principal interest. Its horsedrawn milk wagon from the area's Sinton Dairy, complete with Teamster driver, was a real favorite with the crowd.

Not to be outdone, Joint Council 3 brought spectators a real taste of how it was in the old days, when teams of horses and wagons dispatched the freight and made all deliveries. While exciting to behold, it inspired one Teamster to say: "We've come a long way, baby!"

Other unions participating in the day-long celebration included: the AFL-CIO, the Denver Building Trades Council, the International Brotherhood of Electrical Workers, the Iron Workers, the Firefighters, the Offset and Printing Pressmen, the Oil, Chemical and Atomic Workers, the Office and Professional Employees, the Communications Workers, the Plumbers and Pipefitters and the Brewery Workers.

Highlight of the day came after the parade, as participants settled in at the picnic afterward for a little great conversation and good times. Live music, hotdogs, beer, free pop and door-prize drawings made the Labor Day celebration complete.

Best of all was the new-felt sense of unity among all who participated. One banner said it best for all the unions in the area, who always felt at heart that it was true. "Solidarity Forever," the banner proclaimed, and that certainly was the mood of this Labor Day, Denver style.

In Northern California, Teamsters affiliated with Joint Council 7 of the Bay Area, sent their message ricocheting all the way to Washington, D.C. on Labor Day, 1982. Area Teamsters joined an estimated crowd of 70,000 in marching on City Hall Plaza in San Francisco October 24, under the banner "Vote Labor for Jobs and Justice."

Chanting "Jobs, not jelly beans" and "Reaganomics must go," the Teamsters were marching in a solid expression of interunion unity to urge voters November 2 to elect candidates who would oppose Reaganomics. The group of marchers assembled represented the greatest local show of labor strength in 32 years.

On foot, on horseback, in garbage trucks, school buses, Greyhounds and pickups, even in a Safeway tractor-trailer, they rolled through the center of San Francisco for more than three hours, espousing the cause of full employment.

Teamsters, who were instrumental in putting the march together, were joined by representatives of the AFL-CIO, the International Longshoremen's and Warehousemen's Union, the Screen Actors Guild and a host of others, including contingents from the auto workers, teachers, engineers, carpenters, farm workers, grocery clerks and steelworkers.

The march had been slated for Labor Day, but the timing was rolled back to coincide with the fall elections, which had been targeted by Teamsters as the most important political contests in many years.

A principal speaker at the rally was, in fact, Teamsters General Secretary-Treasurer Ray Schoessling who, in a rip-roaring, rousing, old-time labor speech, exhorted the crowd to get moving. Noting that unemployment in some Teamster areas has reached the 30 percent level, he said the "stakes in the 1982 elections

can be described in three choice words: Jobs, Jobs, Jobs."

Other speakers who joined in urging unionists to vote their consciences and their pocketbooks included Lane Kirkland, president of the AFL-CIO, Jim Herman, president of the International Longshoremen's and Warehousemen's Union and Screen Actors Guild President Ed Asner.

Joining in the march were many veteran unionists who remember the early days of struggle and rejoiced at the show of unity. Among them were the Teamsters own George Mork, first Vice President, Jack Goldberger former J.C. 7 president and retired ILWU leader Harry Bridges. "We should have done this years ago," Goldberger commented about the unity show. "It's just like the old days," added Bridges.

And the sentiment of the crowd was clearly with them. One retired Teamster, George Rapp from Oakland, laughed and said: "This is only the beginning. Reagan finally woke us up, finally woke the little giant up."

Joint Council 7 Teamster officers couldn't have been more delighted with the display. Where they had dreamed of perhaps 20,000 attending, they more than tripled their anticipations with the 70,000 in attendance. And as J.C. 7 President Chuck Mack noted in commenting about the event later, the march enabled labor to send Washington another message in addition to the need to remedy unemployment and provide jobs. That was that Bay Area Labor—AFL-CIO, ILWU, Building Trades and Teamsters—is united more than ever in its efforts to obtain economic justice. "Anti-unionists who have been predicting the demise of Organized Labor for the last several years are, no doubt, in a state of shock today. It appears the sleeping giant is awakening," he noted.



# RETIREES AND CONSUMERS

**D**oes conversation at the dinner table seem yards away? Are you missing dialogue at the movies? Do you find yourself closely watching the lips of people you are talking to? If so, you may be one of almost 15 million people in the United States with a hearing problem.

The sense of hearing can depart with a whimper or a bang. A sharp loud noise close to unprotected ears can suddenly result in irreversible damage. Illness can cause deterioration of hearing over a period of time. Aging and years of battering from sounds filling our environment hammer away at this delicate sense.

There are two kinds of hearing loss, conductive and sensorineural. Conductive impairment results from the obstruction of sound waves in the middle or outer ear. To those with this condition, sounds seem subdued. Less intense sounds may be undiscernible entirely. However, sound quality usually doesn't vary as it does with sensorineural impairment.

Conductive impairment can be caused by chronic ear infections, a punctured ear drum, even ear wax. These conditions can be corrected through medication or surgery.

In order to determine which type of impairment a person suffers from and the proper treatment, an examination by an ear specialist and audiologist is necessary.

In fact, a Food and Drug Administration regulation requires a patient to present a hearing aid dispenser with a written statement from a doctor prescribing an aid. Although a consumer may waive this right, the dispenser must not pressure him into doing so. The seller also is required to provide prospective customers with an instructional brochure before selling an aid.

Hearing aids are actually miniature amplifying systems consisting of a microphone, amplifier, battery, a receiver which changes electrical signals back to sound, and a fitted ear mold that connects the receiver to the ear canal.

There are four types of hearing aids, each suitable for a differing degree of hearing loss. The most inconspicuous is called the all-in-the-ear type which can be used for mild hearing loss. A behind the ear model helps correct a mild to severe impairment. Similar to this kind of aid is the eyeglass type, which is built into an eyeglass frame. Body models are for severe hearing loss.

Don't be overly influenced by price when buying a hearing aid. You have to judge a hearing aid on comfort, convenience and benefit. Often this will take some time, perhaps a month or more. When choosing an aid, consider whether the manufacturer or dealer offers a 30-day trial program.

The Federal Trade Commission is trying to regulate and prohibit advertising claims that hearing aids will halt or retard hearing loss or that it will restore normal hearing. In other words, the FTC is trying to prevent deceptive and unfair sales practices in the sale of hearing aids to help consumers if the hearing aid will provide no significant benefit to the wearer.

When buying an aid, you also are buying services. These services include mechanical and electronic adjustments, counseling in use of the aid, maintenance during the warranty period and repairs when needed.

If a dispute arises over the warranty or other issue and it cannot be resolved with the seller or the manufacturer, write to the President of the Hearing Aid Dispensers Association in your state or the National Hearing Aid Society, 24261 Grand River, Detroit, Michigan 48219.

Complaints also can be directed to your State Hearing Aid Licensing Board, Attorney General or Consumer Affairs Office. Also, the hearing Helpline, a toll-free number (800) 424-8576, will handle complaints and questions. The service is run by the non-profit Better Hearing Institute.

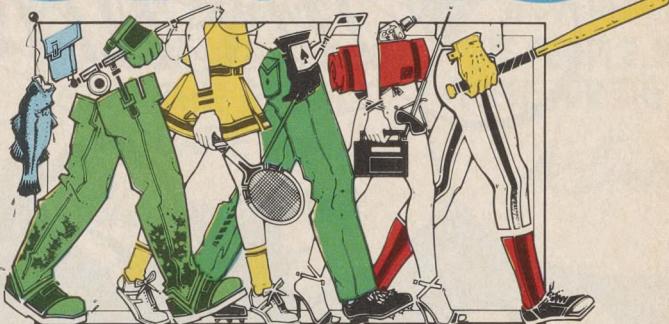
The National Bureau of Standards has the following advice for the care and maintenance of your hearing aid:

- Avoid high temperatures.
- Keep your hearing aid dry; even perspiration can cause damage.
- Keep your ear mold clean.
- Replace tubing or cords at sign of wear.
- Avoid dropping the aid; it is delicate.
- Don't use hair spray while wearing the aid.
- Turn the hearing aid off before removing the aid.
- Don't try to repair the hearing aid yourself.

Teamster Local 1000's Slow Pitch Baseball Team has every reason to be proud. The team, all Teamsters employed by Green Giant Canada, Ltd. in London, Ontario, has emerged the champion in their league two years running now. Their local officers note that they are a true credit to their local since each is a proud Teamster and routinely behaves in true sportsmanlike fashion. Good going, brothers and sisters up North!



## TEAMSTER SPORTS



That's some hot car Teamster Local 116 member Steve Pavlicek is pictured with here. Steve, a warehouseman for Red Owl Stores, Inc. in Fargo, N.D., has been racing for nine years and currently runs this beautiful 1981 Trans-Am in competition. As a member of the Minn-Kota Racing Association, he most frequently competes at the West Fargo, N.D. fairgrounds, which has the reputation of being the nation's fastest half mile track. Steve's major sponsor is Bergseth Brothers Distributors, all of whose employees are Local 116 members.



What a life! If H. Skip Ganger is any example, retirement is really something to look forward to. Brother Ganger retired with some 40 years of service as a Teamster from Spector Freight Systems in Buffalo. This former Local 375 over the road driver now spends a lot of his time angling near his home in Largo, Fla. He recently landed one of the meanest barracuda's of his angling career near Clearwater, Fla. in the Gulf of Mexico. He had to fight for 55 minutes to snare this 5'6", 42 lb. beauty. Just after being gaffed, the ferocious fish bit the steel leader clear off, then proceeded to break two ice coolers and snap a tackle box in two, before being subdued. Sounds like more work than jockeying any tractor-trailer down the highway!



If we couldn't have pro football this fall, maybe Teamster Local 397's illustrious flag football team could fill the breech. The group from Erie, Pa., did very well in its first year of competition in 1981, capturing the Class A championship in the YMCA shop league. Hopefully, they're doing as well in '82. Pictured in the front row, from left, are: John Krupinski, Lyle Hoover, Tom Trott, Joe Tarasovitch, Rick D'Andrea and Tim Robertson. Standing, from left, are: Dave Richert, Doug Robinson, Dick Harbaugh, Jim Ciottolli, Ray Gibbs and Ron Gibbs.

Another happy Teamster fisherman. Shown here while on vacation is Local 490 Secretary-Treasurer Tom Williams with a "full string" taken while fishing with Local 302 Secretary-Treasurer Dan Sullivan near Pine Crest, California. What a lot of trout!

# Season's Greetings

From the  
International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers  
of America



Roy L. Williams  
GENERAL PRESIDENT

George E. Mock  
FIRST VICE PRESIDENT  
Harold J. Gibbons  
SECOND VICE PRESIDENT  
Joseph Trerotola  
THIRD VICE PRESIDENT  
Robert Holmes  
FOURTH VICE PRESIDENT  
William J. McCarthy  
FIFTH VICE PRESIDENT

Sam Provenzano  
SIXTH VICE PRESIDENT  
Joseph W. Morgan  
SEVENTH VICE PRESIDENT  
Edward M. Lawson  
EIGHTH VICE PRESIDENT

Weldon L. Mathis  
NINTH VICE PRESIDENT  
Arnie Weinmeister  
TENTH VICE PRESIDENT  
M. E. Anderson  
ELEVENTH VICE PRESIDENT

Louis F. Peick  
TWELFTH VICE PRESIDENT  
John H. Cleveland  
THIRTEENTH VICE PRESIDENT  
Jackie Presser  
FOURTEENTH VICE PRESIDENT  
Maurice R. Schurr  
FIFTEENTH VICE PRESIDENT  
Donald Peters  
SIXTEENTH VICE PRESIDENT

TRUSTEES  
Frank J. Matula, Jr.    Jasse L. Carr    T. R. Cozza

THE INTERNATIONAL  
**Teamster**  
DEDICATED TO SERVICE

WINTER 1983

"THE BASIS OF  
OUR POLITICAL SYSTEMS  
THE RIGHT OF THE PEOPLE  
MAKE AND ALTER  
THEIR ... GOVERNMENT."

*W. Washington*

"... LIFE,  
LIBERTY, AND  
THE PURSUIT  
OF HAPPINESS?"

*J. Jefferson*

"WE DEMAND  
THAT BIG BUSINESS  
GIVE THE PEOPLE  
A SQUARE DEAL..."

*Theodore Roosevelt*

"...GOVERNMENT OF  
THE PEOPLE, BY THE  
PEOPLE, FOR THE PEOPLE"

*A. Lincoln*



# Industrial Trades Division Has Meeting in San Diego

**A** special session on new organizing techniques held spellbound the delegates to the Teamsters Industrial Trades Division's 2nd annual meeting recently in San Diego, Calif.

Joseph Konowe, director of the division, chaired the 3-day meeting attended by 120 Teamster officers from 60 local unions located in all five Area Conferences.

Organizing the unorganized was the emphasis of all the work sessions. Adding leadership thoughts on the challenge were General Secretary-Treasurer Ray Schoessling and four International Union vice presidents.

It was the special presentation by a highly successful organizing team from the Western Conference of Teamsters that figura-

tively hypnotized the delegates and guests.

Orchestrating the organizing seminar was Walt Engelbert of the WCT who stressed that organizing today required more knowledge of the employer and the wage earners employed by him.

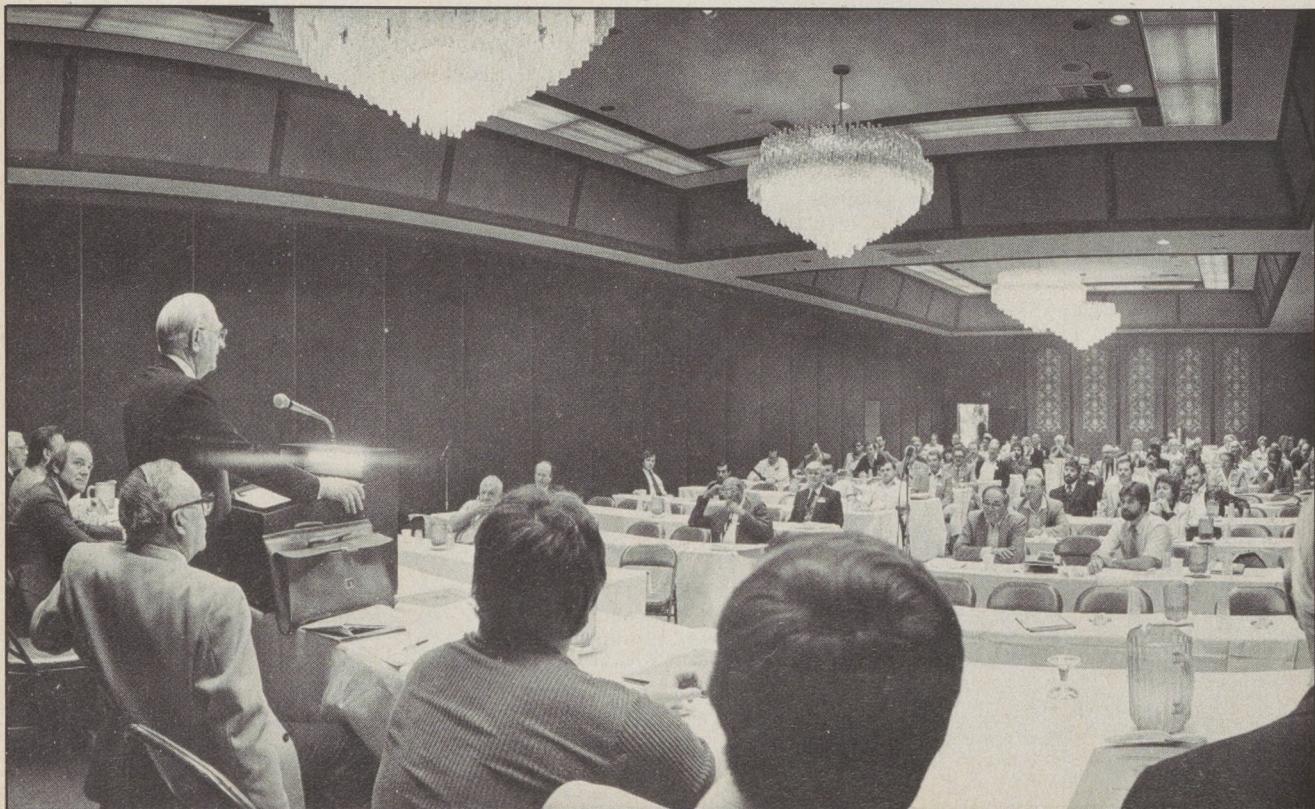
"To organize successfully today," Engelbert stressed, "you must believe what you are doing and use new ways of communicating with the workers you are trying to sign up as union members."

Team members taking turns addressing the delegates included: Vicki Saporta, International organizer; Terry Shorey of Joint Council 38 in Sacramento, Calif.; Rome Aloise of Joint Council 7 in San Francisco, Calif.; Paul

Bechely of Local 165 in Sacramento. Joining them were Jim Easley, WCT organizing director, and Bill Hogan, of Local 714 in Berwyn, Ill.

They suggested detailed ways in which to defeat anti-union campaigns set up by union-busters hired by companies; new approaches to signing up workers; more effective ways to utilize in-plant organizing committees; ways to maintain quick com-

*General Secretary-Treasurer Ray Schoessling speaks to delegates at the Industrial Trades Division session, under the chairmanship of Div. Director Joseph Konowe, on organizing techniques and other ways of helping the Teamsters expand their industrial membership.*



munication with unorganized workers, and how to use photography as a documentation method for possible unfair labor practice charges that might arise from an organizing campaign.

Two short films—described by the union-busting outfits that produce them as "training aids for maintaining non-union status" (to be viewed by captive audiences of unorganized workers)—were shown to the delegates. Dozens of such films today are being peddled at high prices to employers anxious to stave off union organizers.

**A**lso shown was a slide film presentation of a successful Teamster organizing campaign on the West Coast. Delegates further learned of the improved organizing potential inherent in "2nd-time-around" representation elections.

Balancing the special organizing seminar were remarks made earlier by International Union officers present for the meeting.

General Secretary-Treasurer Schoessling noted that the Teamsters Union membership, like everything else in America, was affected negatively by the economic depression. He added that trucking deregulation simultaneously had destroyed the best transport delivery system in the world to further depress the IBT membership totals.

"That's why," said Schoessling, "we must depend upon you in the Industrial Trades Division to bring us back to strength."

He complimented the division's progress under the guidance of Konowe and stated his personal pleasure at seeing many younger business agents attending the meeting.

Schoessling brought with him the best wishes of General President Roy L. Williams who was unable to attend the meeting as planned. The delegates unanimously passed a resolution supporting the general president.

M.E. Anderson, IBT vice president and director of the Western Conference of Teamsters, wel-

comed the delegates to his region. He said the WCT was continuing its strong organizing program and advised the delegates: "Just do your job and you'll see how fast you grow."

Vice President George Mock of Sacramento, the founding director of the IBT Warehouse Division in 1948, noted that the same thing will happen to the Industrial Trades Division that happened nearly 35 years ago in warehousing—a strong growth in the jurisdiction. He suggested, "Go out and claim your industrial trades jurisdiction—if you don't, somebody else will."

Edward Lawson, IBT vice president and director of the Canadian Conference of Teamsters, commented that employers in Canada are trying to take advantage of bad times just as they are doing in the United States. Therefore, said Lawson, "we need to use new methods of organizing in this very difficult period."

Vice President Don Peters of Chicago reminded the delegates that organizing required patience, hard work and "a feeling for people." Today, he said, it is necessary to be practical in the approach to organizing. He urged that organizing efforts be increased among white collar and hospital workers, many of whom labor at the minimum wage.

**C**hairman Konowe stated in his wrap-up remarks that one of the basic reasons for creation of the Industrial Trades Division was to enable the International Union to meet the growth of multi-national companies.

For that reason, said Konowe, the division is not going to limit itself to organizing production and manufacturing workers only. Wherever corporate workers need help, he said, is where Teamster organizers will go.

Konowe said that points made by many speakers during the course of the meeting proved that old methods of trade union achievement were not written in stone and therefore "we can learn

anew and modernize our programs."

Reports were presented by members of the Industrial Trades Division executive committee, including: Tom Brown of the Eastern Conference, Peter Moslinger of the Canadian Conference, Mitchel Ledet of the Southern Conference, and Walt Engelbert of the Western Conference. Bill Hogan, Sr., of the Central Conference was unable to attend because of family illness.

**T**here was a common thread cited in the executive committee members' reports: The growing tendency of regional offices of the National Labor Relations Board to become increasingly slower in adjudication of local union case filings.

Numerous delegates and Teamster officials took the microphone at various times throughout the meeting, including: Norman Greene, director of the IBT Airline Division; George French, administrative aide to Vice President Anderson; Mike Riley, president of Joint Council 42 in Los Angeles; Jack Jorgensen, Sr., president of Joint Council 32 in Minneapolis; Bill Genoese, airline organizer, and Bruce Blevins of Local 391 on the PPG situation.

Ray Rogers, the only guest speaker, recited a brief outline of his experience as the leader of a successful drive by the Amalgamated Clothing and Textile Workers Union to bring the J.P. Stevens textile barony into line with unionism.

The Stevens company resisted unions for 17 years until the Rogers-led campaign, exploiting corporate rules, forced the company to move in the right direction. Rogers formed a firm of his own to assist unions in preparing similar campaigns to overcome obstinate employers.

A legal report was given by James McCall of the IBT legal staff, followed by a question-and-answer session. The Industrial Trades Division meeting was held in mid-November, 1982.

## Thanks From Mrs. Gibbons

**M**rs. Harold J. Gibbons, still recovering from the shock of her husband's sudden death last fall, recently contacted *International Teamster* and asked that it convey to all Teamsters her thanks and gratitude for their expressions of support after the Teamster vice president's death.

"It meant so much to me and to the rest of Harold's family to know that so many of you were thinking of us," Toni Gibbons said. "That

truly helped ease our sense of loss."

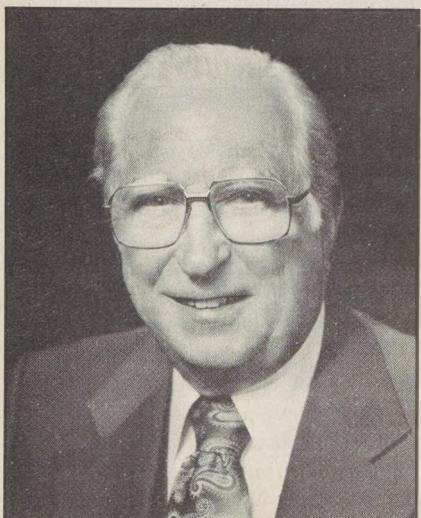
Mrs. Gibbons noted that the outpouring of cards, letters and other condolence offerings had been so great that only through the magazine could she see a way of adequately expressing the family's appreciation.

"So many of Harold's friends, fellow officers and brother and sister unionists took the time to express their sympathies that I just want them to know, each and every one, that we truly did appreciate their concern and kindness."

Gibbons' death was a loss felt by all Teamsters. We are happy that they were able to assuage in some small part the family's grief during a very sad time.

## V.P. Holmes Named to Resources Seat

Teamster V.P. Robert Holmes



**D**etroit, Michigan Teamsters International Vice President Robert Holmes was honored recently with an appointment to the Michigan Commission on Natural Resources.

Holmes was named by Michigan Governor William G. Milligan in late October to succeed the late Charles G. Younglove as a member of the prestigious panel.

The committee is the policy-making head of the state's Department of Natural Resources. Members, all appointed by the governor, are charged with appointing the director of the department of natural resources and are mandated with "protecting and conserving the natural resources of the state."

Vice President Holmes, also president of Michigan Teamsters Joint Council 43, we are sure, makes a laudable addition to the panel and is ably working to safeguard the state's environmental resources.

## Executive Board Convenes

**T**he General Executive Board convened last month for its regular quarterly meeting to discuss a full agenda of items important to Teamster membership, as well as general policy positions involving issues currently before Congress.

In his report to the board, General President Roy Williams stated, "This year we expect a number of major policy initiatives in Congress, particularly involving the federal budget. With regard to federal expenditures, the most important that we will be watching will deal with unemployment, which is now at an all-time post-depression high."

Williams outlined legislation that Teamsters will be watching in the new 98th Congress including transportation deregulation, deregulation of natural gas prices, and, of course, legislation that might affect interest rates, which are currently prohibiting many Americans from purchasing homes and automobiles.

For the fourth time since enactment of the disastrous Motor Carrier Act of 1980, Williams announced, a statement was submitted from the IBT before the Senate Subcommittee on Surface Transportation urging Congress to implement the Teamsters' 10-point policy to return the trucking industry to stable footing.

"The situation is extremely serious and threatens to get much worse if the Interstate Commerce Commission is allowed to continue its own brand of deregulation. We asked Congress for its immediate intervention and firm redirection to avert a very real disaster," Williams said.

*On the facing page, top left, new IBT V.P. Walter Shea is sworn into office. Below, the Teamsters' General Executive Board in session.*

In Board action related to the deregulation fight the entire General Executive Board unanimously voiced its support of General President Williams in his efforts against deregulation on behalf of the general membership, and in the form of a resolution pledged the Board's support behind him in his current legal battle evolving out of the deregulation fight.

In other action Walter Shea was sworn in as the new 16th International Vice President (see story page 14), and Norman Greene was appointed Coordinator for Retiree Activities (see story page 10).

General Secretary-Treasurer Ray Schoessling presented the union's state of financial affairs, and other reports were submitted by the Airline and Industrial Trades Divisions and the Legal, Legislative and Communications Departments.



## Board Supports Roy

**W**HEREAS, we, the entire Teamster General Executive Board, were shocked and dismayed with the recent verdict finding Teamsters' General President Roy L. Williams guilty on charges of conspiring to bribe a U.S. Senator and related charges; and,

**W**HEREAS, throughout this long ordeal, our general president has maintained his innocence of all charges and proven his dedication to the best interests of the members of this union; and,

**W**HEREAS, in this context, we have long known of his continuing fight against deregulation of the trucking industry and his overriding concern for the welfare of Teamster members who were so adversely affected by this devastating legislation; and,

**W**HEREAS, under the American system of justice, Roy L. Williams, as any other citizen, has the right to appeal this verdict, a petition we on the General Executive Board fervently hope he will pursue in coming months; and,

**W**HEREAS, our much maligned Teamster leader, like leaders before him, has been valiant in his fight for workers' rights and stands as a victim in his brave pursuit;

**N**OW, THEREFORE, BE IT RESOLVED: That we, the entire General Executive Board of the International Brotherhood of Teamsters, do support and encourage General President Roy Williams in his pursuit of vindication and pledge ourselves to assist in every way to get the truth out to the Teamster membership and the American public.



# Teamsters Create Disney Magic

**M**-I-C-K-E-Y M-O-U-S-E. Those words, familiar to generations of youngsters worldwide, made headlines recently when it was announced that Mickey, one of the late Walt Disney's wonderful, magical characters, had just become a Teamster.

It's true, we're proud to say. Mickey and his character-costumed friends at Disney World in Lake Buena Vista, Fla., voted for representation by Teamster Local 385 of Orlando last August.

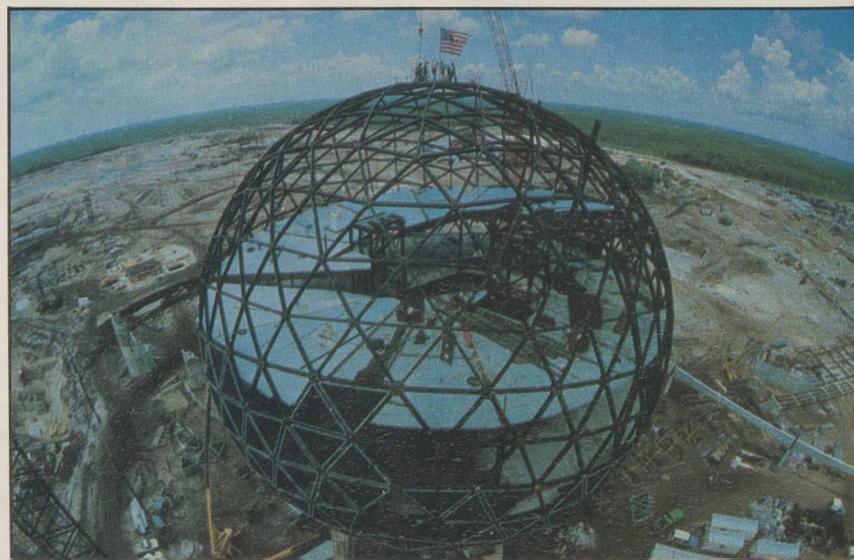
But Teamsters Union representation at the Disney complex in Florida, which has excited and enraptured youngsters and adults alike since its opening, is nothing new. Teamsters have joined union workers from dozens of crafts for many years in bringing the Disney magic to reality, first at Disney World itself, and most recently, in creation of the just-opened EPCOT Center complex.

EPCOT was one of Disney's most imaginative dreams. Disney envisioned a model community, "a school of tomorrow," "an experimental prototype community of tomorrow," where every possible scientific advance could be incorporated and visitors could imagine for themselves what the future would bring.

EPCOT—that world of tomorrow—is today a reality. It opened in October, thanks to three years of dedicated, concerted efforts

(continued page 8)

*Top right, IBT Vice President Joseph W. Morgan, director of the Southern Conference of Teamsters, is welcomed to Disney World by Mickey, Goofy and Donald Duck, who presented him with a poster saying how happy the characters are to be Teamsters since their vote on August 18, 1982. At right, the beginning of construction of EPCOT, during which thousands of workers, many of them Teamsters, helped in bringing new dreams to world visitors.*





1

1 Mickey wants everyone to know he is proud to be a Teamster. "I hope all the many Teamsters come up and say 'hello' when they visit Disney World!"

2

2 Standing l. to r. Tony Altobelli, Disney Vice President of Public Relations greets Len Mayer, business agent for Local 385 in charge of Walt Disney World; Gary Thornton, secretary-treasurer of Local 385; Mrs. Morgan and IBT Vice President Morgan; Larry Parker, president of Local 385; Joseph W. Morgan, Jr., president of the Georgia-Fla. Conference of Teamsters; and Carl Crosslin, vice president, Local 385.

3

3 Tigger says: "Love is being a union character," while Winnie the Pooh says: "Proud to be Union!!"

4

4 This little pig says: "We've waited a long time to say Ya Hoo! I'm a Teamster!" Over 40 other characters joined in similar comments to the Southern Conference of Teamsters.

5

5 Joe Morgan on tour said, "Teamsters everywhere should be proud of what we helped accomplish and we're especially happy to welcome the Disney family of characters into the Teamster family."

On January 28, Teamster Vice President Joe Morgan, director of the Southern Conference of Teamsters, paid a special visit to Disney World to see members of Teamster Local 385 and thank them for their support. Along with the officers, many of the 440 Disney Teamsters greeted the Teamster leader at the Orlando Airport upon arrival before the tour of EPCOT and the Magic Kingdom.

Morgan congratulated the Teamsters and the Disney World officials on the great new relationship and commended them for their part in the largest private all-union construction job in the nation.

"We are pleased to be a part of all this," Morgan said, "and we hope that many of our members will get to come to the park and see the fine job Teamsters have done and meet many of the Teamster characters."



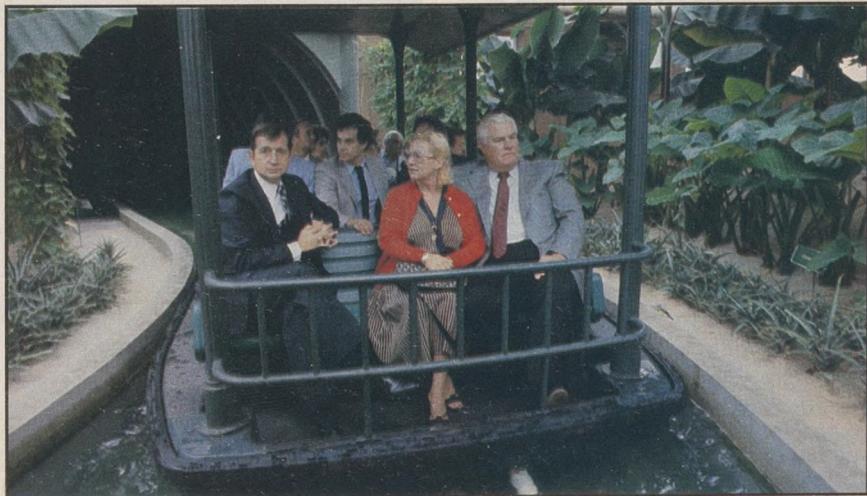
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## DISNEYWORLD

by Teamsters and 4,600 other skilled craftspeople who, managed by 24 major contractors and some 500 subcontractors, turned a 550-acre barren plot of land 2½ miles from the Magic Kingdom into a new and amazing environmentally conscious world exhibit.

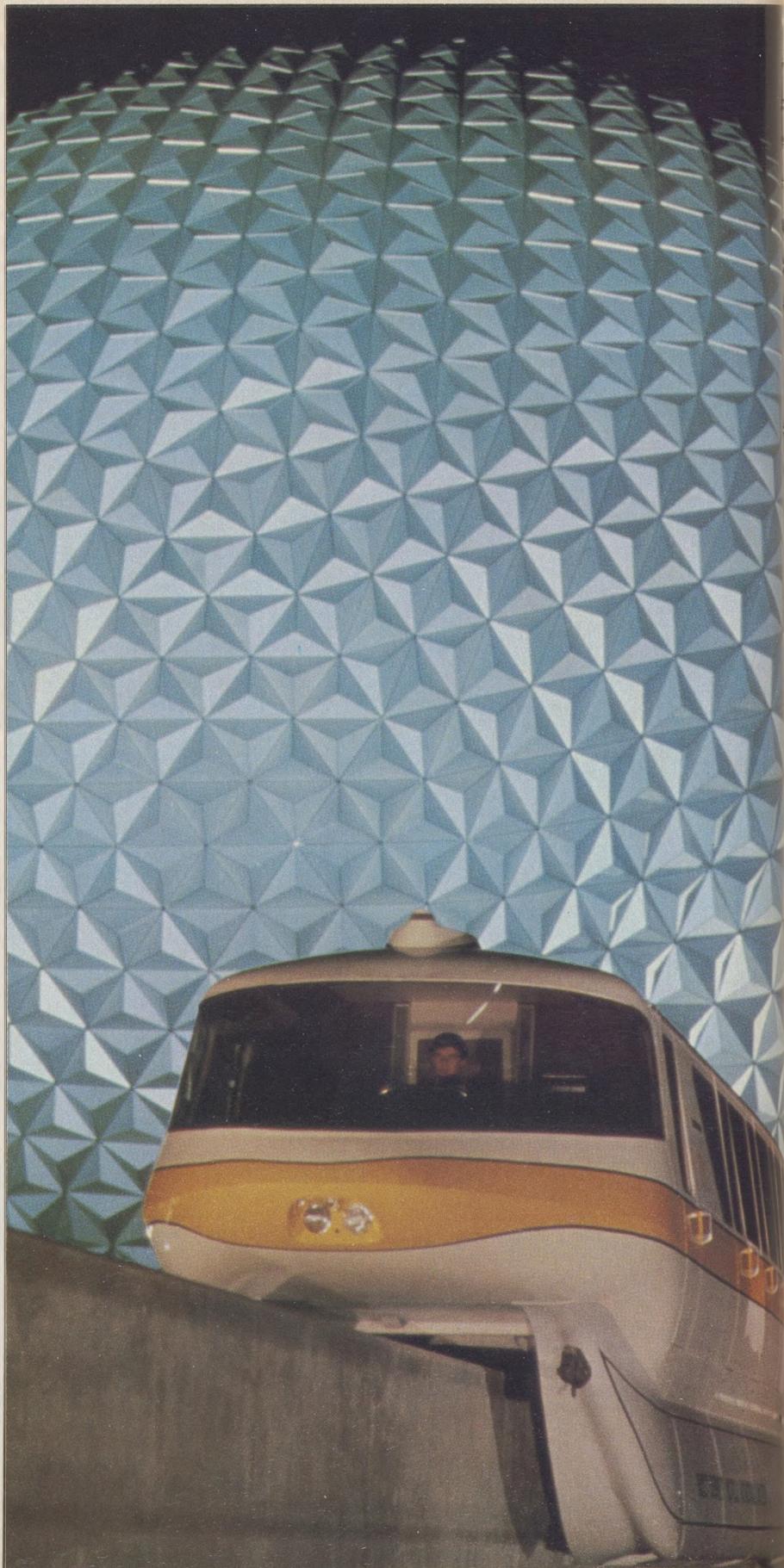
The EPCOT site alone is divided into 200 show areas devoted to two main themes: Future World and World Showcase. Within the complex, guests will be able to explore vital topics facing us today in areas such as communications, energy, transportation and the land, as well as explore the cultures and heritages of our neighbors around the world on this Spaceship Earth.

Workers poured their own imaginations and talents into some ventures never before attempted, including the creation of the world's first geosphere, creation of the authentic architectures of eight foreign nations down to the smallest details, bringing to life the Georgian-Federal architecture of the American Adventure, and building the largest solar powered facility in the world for the Universe of Energy. At The Land, they created structures and support facilities that will be a greenhouse to the world.

Spread out around the huge silver geosphere, known as Spaceship Earth, are five immense pavilions reflecting the future. Future World, as this area is known, encompasses the Universe of Energy, World of Motion, The Land, Imagination, Communicore and Horizons.

Across a blue lagoon in World Showcase is a completely different themed area, presently containing nine pavilions with more in the works. Each pavilion represents a host nation as life is there today, through films, rides and foods. Already, exhibits are

*Spaceship Earth, focal point of EPCOT, is a unique and complex geosphere. While the project took incredible time and patience to complete, today it stands as the symbol of this "school of tomorrow" and our bright futures.*





open representing life in Canada, the United Kingdom, France, Japan, America, Italy, Germany, China and Mexico.

EPCOT Center is the continuing realization of Walt Disney's great dream for a community of creative concepts for the future.

New technologies and prototype concepts aren't new at Disney World. They have been incorporated by Disney since the earliest planning stages, going back more than 15 years. These technologies were then applied with the opening of Disney's Vacation Kingdom in 1971. Included were new transportation, communications and safety systems, solar and biomass energy experiments, and innovative master planning and agricultural developments.

EPCOT allows space for innovations to come. Plans already are underway for additions to the new complex, as technology and science expand, as other countries add their contributions, and outside EPCOT itself, as major hotels build near the site.

Exhibit creation is ongoing. Horizons, a major new show being readied for a 1983 opening, seeks to capture the essence of the future by providing creative solutions to everyday problems of the average 21st century citizen. Once inside, visitors will board futuristic vehicles that propel them forward into tomorrow, and give them glimpses of proposed communities, trans-

*EPCOT's 550-acre complex is an enormous, innovative tribute to one man's genius and the talents of thousands of dedicated workers, Teamsters among them, who helped make those dreams a reality.*

portation systems and lifestyles.

Today and tomorrow, EPCOT Center will continue that tradition—it is, quite literally, the center for all new prototype concepts, including energy, transportation, communications, the land, our future, and perhaps some yet unknown technologies.

The fact that Disney's exhibits, at Disney World and at EPCOT, and of course, at the parent facility, Disneyland in California, are always so real and lifelike, is a credit to another of Walt Disney's attributes—caring.

At Disney World and EPCOT, workers were made to feel a part of the team. Throughout construction, as different phases were completed, they were invited with their families to special preview showings, to see what their work had wrought. The results were mind-boggling and, of course, spurred them on to ever-greater efforts.

Teamsters employed at the site during construction included brothers and sisters from Local 385 in Orlando.

Creating EPCOT wasn't easy, but bringing Walt Disney's fantastic dreams to reality never was. Workers faced near drought months in 1981 and an extraordinarily wet summer in 1982, with 100 degree temperatures in the

summer and the cold, damp, months of winter. Construction employees and creative teams worked side by side, bringing the EPCOT dream to reality, laboring on the largest private construction effort in the world.

In every phase of construction, Teamsters made their individual contributions, delivering materials and supplies to and around the site. They even helped win a landscaping contest that saw EPCOT Center's Green Machine, a combine composed of Teamsters, Laborers and Operating Engineers, take on Future World's West Lake location one Saturday to see if they could set a new record in landscaping. Ten and a half hours later, the group had put down 30,000 square feet of sod and planted 118 major trees, for a record by anyone's standards. Every tree, bush, exhibit and sidewalk stands as a testament to innovation and imagination that can be fostered by a fair employer attitude and a willingness to get the workers involved.

You can bet that every time these Teamsters go into EPCOT or Disney World, they will feel a burst of pride at what they have wrought. And, we too, can share that pride. Disney World and EPCOT were Walt Disney's legacy to a nation; we're glad that Teamsters are a part of making it a reality.

And to our new brothers and sisters, who joined our ranks to get the dignity they deserve and some safety protections on the job, we add, "Welcome!" Believe your brothers and sisters when they say they are delighted to have you as members. After all, you walk around all day in your costumes, the embodiment of our dreams, hopes and most child-like delights.

So, Teamsters, the next time you visit Disney World, be sure to walk up to Mickey, Donald Duck or Goofy, and say hello. And you might want to whisper—without violating the magic, of course—that you're a Teamster, too. Then look around you at all the tremendous magic Teamsters helped create.

## SENIOR TEAMSTERS' POWER

# Teamster Retiree Program Switches to High Gear



Teamster retirees since the founding convention of ITRA have done informational picketing, marched on picket lines, attended the IBT convention to activate for change, served as labor historians, and helped the union in other ways. The IBT hopes to harness their energies even more.

**G**eneral President Roy L. Williams has activated the International Teamster Retiree Association (ITRA) and named Norman Greene the coordinator of the organization.

Greene, who also is director of the very active Teamster Airline Division, was charged with coordinating the activity of thousands of Teamster retirees that belong to various retiree clubs in the United States and Canada.

Estimates range as high as 400,000 former union members eligible to take part in the program. Many of the ex-Teamsters have 25 and 30 or more years of experience in the International Union.

The ITRA was established in October, 1980, in a meeting at the International Union headquarters under the leadership of International Vice President Jackie Presser at the direction of the late Frank E. Fitzsimmons, general president.

But Fitzsimmons' death as well

as the death of Joe Knight, chairman of the founding ITRA meeting, plus the IBT convention and other interruptions delayed developing the senior Teamster force.

General President Williams and General Secretary-Treasurer Ray Schoessling, discussing the situation in recent weeks, concluded it was time to get the retiree program in gear.

Greene's many years of organizing union members of all ages aptly qualified him to be the coordinator. He said of retired Teamsters:

"They have given the best years of their lives to the Teamsters Union. We should be giving them whatever help we can. Likewise, they could help the IBT in organizing and political activity. By keeping in touch with the retired Teamsters, we can let them know they are not forgotten."

Communications should be addressed to Norman Greene,

1400 Renaissance Dr., Park Ridge, Ill. 60068.

The founding of ITRA was by 108 delegates—most of them leaders in their own area retiree clubs—and included the drawing up of a constitution and bylaws for "a non-profit, unincorporated organization of retired persons."

ITRA's stated purpose was: "To form a united front for the preservation of the ideals of trade unionism; to protect, preserve and improve the social and economic status of retirees; to create a closer fellowship between all retired Teamsters; to safeguard, advance and promote the rights and interests of retirees by political, educational and other community activities . . ."

As established, ITRA is not an affiliate of the International Brotherhood of Teamsters. The only relationship between the two organizations is that the membership of the ITRA is to be made up of retired Teamsters.

## Airline Division Remembers Its Roots

**T**he Teamsters Airline Division is one sector of our union where hopes are highest in the '80s for continued growth and new organizing victories.

Although this industry has faced hard times since enactment of airline deregulation, travel by air remains a preferred method of travel; thus, it's an industry that seems a sure bet to stay around.

Teamsters made a commitment to the airline industry nearly 25 years ago, and over the years have kept the pledges made to workers who signed with us.

On the horizon today is the exciting prospect of new organizing, with a campaign already underway among employees at Continental/Texas International and new campaigns being eyed. The prospect of bringing the workers in the rapidly growing field of air freight is one of the goals the union plans to explore.

Airline industry Teamsters now number more than 30,000 nationally, but it wasn't always thus, as Teamster Local 769 of Miami, Fla., reminded Airline Division Director Norman Greene a few weeks back.

In the early days, back in the late fifties, Teamsters were the new kid on the block, known only to airline employees as that truck drivers union. Skepticism was high as workers asked, "Okay, you can represent truck drivers, but what can you do for us here at the airlines?"

Today, airline industry workers know a Teamster card offers clout at the bargaining table and a strong voice to protect you in grievance battles.

Local 769 officers remember all this, perhaps better than most, since that local has the distinction of having among its

membership some of the first airline employees to join the Teamsters Union.

These pioneering members work at Pan American Airways as service supply clerks. Originally represented by the International Association of Machinists, they decided they could do better and turned to the Teamsters. In 1959, the first airline contract was signed between Pan American and the Teamsters.

Originally Local 172 was chartered at Cape Canaveral to represent some 500 of these new members working in the space program there. Sam Casella, who worked with Pan American at the Cape, headed that local until it merged with Local 769 back in 1967. Brother Casella presently is recording secretary and business agent for Local 769.

The International also chartered Local 632 in Miami to represent over 300 service supply clerks at Pan American in Miami. Brother Lou Smail, who was working with Pan American and was instrumental in leading these members out of the IAM and into the Teamsters Union, headed Local 632 until it merged with Local 769 in 1969. Brother Smail became secretary-treasurer of Local 769 in 1974, a post he still holds today.

During the Teamsters' early days in the airline field, Joseph Morgan, now Southern Conference director and a Teamsters International vice president, was president of Local 769. Brother Morgan quickly recognized the great potential for organizing in this industry. Through his leadership, the local would grow to encompass one of the union's largest groups of airline employees.

Tony Cannestro took over as president of Local 769 in 1974, and under his leadership, the

local continued to grow. During this time, other airlines, many of them foreign carriers, were brought under Teamster contract. Local 769's airline ranks would eventually grow to more than 2,000, before a mid-1970s decision by Pan American to close its maintenance base in Miami would throw half of the local's workers out of jobs or force their transfer to New York. The local ended up with less than 1,000 airline members, but thanks to Cannestro's emphasis on organizing, the local was soon picking up new workers in the field again.

The 1980 merger of Pan American and National airlines saw Local 769's membership rolls again boosted above the 2,000 mark with airline Teamsters.

**I**n order to properly service members new and old after the merger, the local put Mike Collins, a former National employee, and Joyce Hardy, a former Pan American worker and veteran Local 769 shop steward, to work as business agents. Hardy, a former negotiating committee member and assistant on many past organizing campaigns, is especially well versed on the needs of Teamster members in this specialized craft.

Airlines presently represented by Local 769 include: Aeromexico, Airinc, Air Canada, Airlift, Eastern, LAB, Lacs, Pan American, Braniff and Texas International.

Cannestro and Local 769 look forward to years of continued success. This is one Teamster affiliate eager to harness the potential for new organizing in this growth industry. With help from Cannestro and others like him, the union's airline industry will keep on soaring.

**T**he 98th Congress has just been seated and already issues are heating up for what may prove to be a fiery, contentious legislative session.

Teamsters, of course, have made this the Year of Political Action, as far as our membership is concerned. Never will it be more important for members to make their voices heard on key issues as they arise than it is now.

Much remains undone from the last session, and undoubtedly, our legislators will be reassessing these issues early in the new Congress. Issues like watering down of the Hobbs Act and elimination of Davis-Bacon loom, as does the question of unnecessary and excessive price gouging by the producers of natural gas who seek to pass on past and future costs of obtaining and pressuring gas to unwitting consumers, even in the face of natural gas surpluses.

Teamsters, during the last Congress, endorsed legislation that addressed the problem of exorbitant pricing of natural gas by freezing its price, in an attempt to protect Teamsters' consumer energy dollars. We also opposed all efforts to weaken and eliminate other worker protective legislation.

During the 98th Congress, the union's legislative department again will be vigilant in monitoring activities and keeping locals and the membership informed.

In other areas, evidence is clear that deregulation of motor carriers and airlines will continue as an issue.

In January, the Teamsters issued releases decrying a House Republican Research Committee's report outlining G.O.P. legislative prerogatives. We objected especially to a passage that said that, "since the Motor Carrier Act passed into law, few of the disastrous results that the trucking industry forecast have occurred. . . . Rates overall have decreased. . . . Service to small communities has improved. . . . Shippers' complaints have de-

## 98th Congress Will Ponder Major Issues

clined, and they now find it economical to hire independent owner-operators." They also called for elimination of the ICC.

Turning to the airline industry, the same group called for the "sunset" of the Civil Aeronautics Board.

The ICC is at it again too, and last month Teamsters President Roy Williams took them to task for implementing predatory pricing practices that are allowing financially powerful carriers to eat away at competitors, often highly efficient regional carriers, in the process destroying the common carrier obligation. Williams, on behalf of Teamsters, again urged public hearings by the ICC to assess deregulation's impact.

But, with this kind of fuzzy, narrow-minded thinking by government bureaucrats, it's clear that future battles lie ahead in these essential areas.

Another issue that riled Teamsters was the action by the 97th Congress before it adjourned, implementing a 5-cent-a-gallon gasoline tax as part of the Surface Transportation Act of 1982. While the measure contained provisions creating 320,000 new jobs, mostly for skilled construction workers, it placed a tremendous burden on the nation's major users—trucking companies and independent owner-operators.

The Teamsters applauded the idea of jobs programs and other provisions such as increased unemployment compensation and extension of Davis-Bacon protections to workers on repair and reconstruction projects as well as new construction, but

that five cent tax was a bitter pill to swallow, especially in the aftermath of 1980's motor carrier deregulation.

With membership unemployment already high and carriers being hurt by that legislation's impact, Teamsters will be working hard with Trucking Management Inc. and other signatories to our National Master Freight Agreement to assess the situation, monitor the impact of the new taxes, and protect both Teamster members and their employers.

As the 98th Congress gets down to work, look for Social Security legislation to be a major issue. Prior to the 1982 elections, it was too volatile an issue to touch, but a recent report by President Reagan's National Commission on Social Security Reform and its suggestions for change, make it a hot issue for '83, sure to stir up some fiery debates.

The bipartisan commission shifted the burden to Congress to approve, reject or modify a suggested \$168 billion package of recommended tax and benefit changes.

The panel proposed wiping out the system's immediate cash shortage over seven years by a number of ways, some of them controversial. These included provisions such as taxing half of the benefits to individual retirees with incomes above \$20,000; accelerating scheduled Social Security payroll tax increases; mandatory coverage for all new federal employees, and a six month delay in cost-of-living increases for current pensioners, among others.

Whatever comes, political action is the name of the game this year, and our union plans to be ready to make an impact on any and all issues that could jeopardize the already tenuous position some of our members, retirees and unemployed find themselves in these days, as well as our more fortunate brothers and sisters. We ask your help in maintaining the vigil, marshalling the troops and making your voices heard.

## STAA's Impact on Teamsters

**B**efore limping out of Washington for the Christmas holidays, the lame duck 97th Congress managed to pass the controversial "Surface Transportation Assistance Act of 1982," commonly referred to as the 5 cent gas tax. It is clear that the excise tax provisions of the new law, signed into law January 6, 1983, will have a serious impact on the trucking industry. There is, however, a bright side. The measure represents a major victory for Teamster safety interests.

The most significant safety-related provisions of the Act deal with truck length, truck weight and trucking employee "whistleblower" protection. Other sections in the lengthy and complex law cover topics such as the 55-mile per hour speed limit, truck splash and spray, and a wide variety of studies and reports.

Under the new law, a national minimum trailer length is put into place, requiring all states to permit 48 foot semi-trailers and 28 foot twin trailers on all Interstate and Defense highways. In addition, no state may pass or enforce a length law limiting overall unit length. These two provisions combine to remove the tractor from the length regulation equation.

Until now, truck length has been totally left up to state governments. Many states chose to establish an "overall" bumper-to-bumper length limit. As a result, when carriers wished to haul more cargo and pull a longer trailer, their only option was to operate shorter tractors. Cab space gradually reduced to the point where some drivers were actually "squeezed out" of the cab. Truck design also suffered as manufacturers struggled to build shorter tractors. As one vehicle designer put it, "We're being asked to put ten pounds of mud in a seven pound sack."

The new law will permit carriers to choose the tractor which

best serves their individual needs, taking into account safety, fuel efficiency and driver comfort. No longer will the equipment decision be dictated by which tractor is the shortest.

The Act also establishes national uniformity in truck weight. States must allow vehicles of 80,000 pounds on the Interstate and Defense highways. This provision effectively removes the barrier to trans-continental carriage of 80,000 pound gross loads.

A third section of the Act gives trucking company employees important new rights and protections in dealing with unsafe vehicles and reporting safety problems. No employer may discharge, discipline or discriminate against an employee who refuses to operate a vehicle because such operation would be in violation of Federal law. Employees are also protected against employer retaliation for refusal to operate a vehicle because the employee has a reasonable apprehension of serious injury to himself or the public due to the unsafe nature of the equipment. In order to trigger

### IBT SHIELD

SAFETY  
AND  
HEALTH  
IS  
EVERYONE'S  
LEGITIMATE  
DEMAND

these protections, the employee must first seek and be unable to obtain the assistance of the employer in correcting the hazard. Identical protections exist in the Act for trucking employees filing safety complaints with Federal authorities.

Many Teamsters enjoy similar protection through their contracts, but this is the first time *all* trucking employees have been accorded these rights. Of course, the first step in solving any safety and health problem is to inform management. It is their legal responsibility to provide a safe and healthy workplace.

The full impact of the new Surface Transportation Act will take several years to accurately measure. But as carriers replace old equipment with newer, non-length controlled tractors and employees exercise their new rights, the safety outlook in the trucking industry will brighten.



Testifying before the Senate Commerce Committee at hearings on the Surface Transportation Assistance Act of 1982 recently were IBT Safety and Health Director R.V. Durham, flanked here by IBT Legislative Counsel Bartley O'Hara (left) and Durham's assistant, Warren Rheaume.

## Walter Shea Is New 16th IBT V.P.

Walter Shea, a 25-year Teamster veteran and executive assistant to Teamsters General President Roy L. Williams, was named 16th vice president of the International Brotherhood of Teamsters on December 17, 1982, following a polling of the Teamster General Executive Board.

Shea fills a vacancy created by the November 18 death of second Teamster Vice President Harold J. Gibbons.

Shea's appointment comes after many years of service to Teamster members, both at IBT headquarters and at the Eastern Conference of Teamsters.

Since 1967, he has been at IBT headquarters, first as an executive assistant to then General President Frank E. Fitzsimmons, and since 1981, as chief aide to incumbent president, Roy L. Williams. In this capacity, Shea has managed many of the day-to-day operations of the mammoth Teamsters organization, a task he will continue performing in his new leadership capacity.

Shea began his career with the union in 1957, as a member of the Research Department of the Eastern Conference of

Teamsters. There, he gained the grounding in union matters necessary for a capable union officer—from analyzing contracts and preparing surveys to helping with organizing campaigns, negotiations and financial matters.

In 1960, Shea assumed the post of assistant to the Eastern Conference director, a position he held until becoming an International Union general organizer in 1967, following which shortly thereafter, he joined Fitz's staff.

No newcomer to tough negotiations and forceful representation, Shea has helped negotiate many major Teamster pacts over the years, including recent United Parcel Service, National Master Freight and Automobile Transporters pacts. He also has gained extensive on-the-job experience about a wide range of jurisdictions with which Teamsters are involved.

Shea, a member of Teamster Local 922 of Washington, D.C., hails from Brooklyn, N.Y. originally, is a graduate of the University of South Carolina, and a former U.S. Air Force lieutenant. He and his wife, Mary, have six children and reside in Annapolis, Maryland.

## Supreme Court Ruling Affects Unions

January 11, 1983 Supreme Court ruling that a labor union must provide back pay to a wrongfully fired worker if it fails to challenge the employee's dismissal could have repercussions for union leaders and should be noted.

In announcing the high court's 5-4 decision, Justice Lewis F. Powell said "by seeking and acquiring the exclusive right and power to speak for a group of employees, the union assumes a corresponding duty to discharge that responsibility faithfully."

The court held that the union, as well as the employer, can be held responsible for back pay to a worker who was fired wrongfully and later reinstated. The minority, led by Justice Byron White, said the employee has the option of filing suit against the employer and does not have to rely exclusively on the union as his bargaining agent to win reinstatement.

The decision was a defeat for the American Postal Workers Union, which now must pay \$30,000 to fired Postal Service worker Charles Bowen of Lynchburg, Va.

The fourth U.S. Circuit Court of Appeals Feb. 23, 1981 ruled that Bowen should be reinstated and that the Postal Service should pay him \$22,954.12 in lost salary. That court, however, freed the union from its portion of lost pay.

## Upcoming Meetings

■ The Central Conference of Teamsters will convene its 19th area meeting the week of February 13th, 1983. The meeting will be held at the Hyatt Regency Hotel in Chicago, Ill.

■ The 36th biennial session of the Western Conference of Teamsters is slated to take place the week of March 27, 1983. Site of that session will be Las Vegas, Nevada. The host hotel is the Riviera.

## Dole Tapped As Sec'y of Transportation

Teamsters commended last month the appointment of Elizabeth Dole for the post of Secretary of Transportation, to replace the outgoing secretary, Drew Lewis.

Mrs. Dole's nomination, made by the President in early January, was expected to gain quick Senate confirmation.

Teamsters Union General President Roy L. Williams and Secretary-Treasurer Ray



ELIZABETH DOLE

Schoessling immediately forwarded their good wishes to Dole and told her Teamsters look forward to challenging discussions on many pending matters affecting Teamster members, including deregulation related issues.

Dole, no stranger to Teamsters, appeared at the 1981 convention to convey greetings to delegates from President Reagan.

# Active IBT Locals

PITTSBURGH, PENNSYLVANIA

## Teamster Retires At Local 273

*Nick A. Borkovich retired in 1982, ending 17 years of service as secretary-treasurer of Teamster Local 273. Borkovich, who had also served during his Teamster career as a trustee for Pittsburgh Joint Council 40, had been a union member since 1940 when he first joined Teamster Local 299 out of Detroit. Local 273 members and his fellow officers joined in wishing Borkovich good luck, both in retirement and in all his future plans.*



SPRINGFIELD, MASSACHUSETTS

## Local 404 Goes Mobile

*Bad economic conditions can't stop organizing in western Massachusetts. To keep things rolling, Teamster Local 404 recently added to its facilities a mobile van, complete with office, kitchen, toilet facilities and seating for 28.*

*According to Local 404 President Albert Tardy, the new equipment has already proved its usefulness during organizing campaigns, on strike lines and with the local's Retirees Association functions and Women's Auxiliary activities.*

*The new mobile unit is ably chauffeured by members of the Retirees' Association, who really keep things moving.*



*Here, making the award presentations, are from left: Local 316 President Frank Cramer, Joyce Braungert, Melinda Barras, and Eddie Stack, vice president of the local.*

SYRACUSE, NEW YORK

## You Can't Zig-Zag On Teamsters, Ziggies

*A recent arbitrator's decision may have been bad news for Ziggies Donut World, Inc., but it was great news for the Teamsters.*

*Recently, the NLRB ordered this firm, based in Syracuse, N.Y. to pay backpay of \$1,000.00 to two employees of the firm. The verdict came after Teamster Local 316 filed unfair labor charges after the company discharged the two women, Melinda Barras and Joyce Braungert, alleging that they had engaged in union activity by trying to get the Teamsters as their bargaining representative.*

*Local 316 officers were jubilant with the award, noting that the decision should "serve notice to 'anti-union' law-breaking employers that the working men and women of America have the right to join a union of their choice without fear of losing their jobs, a process protected and encouraged by both federal and state labor laws."*

# Active IBT Locals

## EASTERN CONFERENCE AREA

### Three More Locals Laud Their Scholars

Teamsters are clearly dedicated to making sure members' youngsters get a good education, as evidenced by the announcement of scholarship winners by three more locals in recent months. All three have youngsters currently attending area colleges with the assistance of members' aid.

Up in Fitchburg, Massachusetts, Teamster Local 170 announced last fall that eight youngsters had won its annual scholarship competition. They included Joseph John Przypek, son of UPS employee Joseph Przypek, who received a \$2,000 award; David John Collins, son of Wajers Express employee Norma Collins, \$1,500; Jean Marie Gabaree, daughter of UPS'er Jeannette Gabaree, \$1,200; Lynn Marie Bibeault, daughter of Resenfeld Concrete's Roger Bibeault, \$800; Celeste Louise Richard, daughter of Lion Distributors employee Donald Richard, \$800; Tracey Jean Tinsley, daughter of Anchor Motor Freight's Carlton DeAlmeida, \$400;



Local 830's recipients.



Local 107 winners.

Lynne Marie Erickson, daughter of Holmes Transportation's Kenneth Erickson, \$400; and Nancy Ann Pepper, daughter of Yellow Freight's Theodore Pepper, \$400.

In Philadelphia, Pennsylvania, Teamster Local 107 announced two more scholarship recipients recently. In the photo here, Local 107 President Joe Cimino congratulates John D. Janda and Andrew D. Maseloff, both winners of \$2,000 college scholarships awarded annually by the Pennsylvania local. Janda's

dad works for Edgecomb Steel while Andrew's father is employed by Benjamin Brothers in Philadelphia.

Local 107 is proud to note that it now currently supports eight students at universities throughout the country.

Elsewhere in Philadelphia, Teamster Local 830 outdid itself with its 1982-1983 awards, granting its largest number of scholarships ever for a single year. Secretary-Treasurer Vincent Improto made presentations last fall to 14 youngsters of scholarships worth \$8,000 each. In the past six years, he proudly notes, Local 830 has subsidized some 77 students at area schools at a cost of \$616,000.

Pictured here with the Local 830 winners are Improto and the local's president, Sid Marrama. From top left are: Michael Todd, Thomas MacDonald, David A. Frank, Ronald Keller, Richard Betts, Jr., and John Sorber. Seated from left are: Cynthia Bliven, Maureen Diamond, Gloria-jeanne Miller, Denise Friend, Mary Schwartz, Maryann Gorman, Virginia Montijo and Regina Quinn.

Congratulations to all these bright, capable Teamster youngsters!

## NEW YORK, NEW YORK

### Teamster Leader Feted At Anniversary Party

Some 200 Teamster leaders, business, medical, government, Blue Cross and health field officials came together recently in New York City to celebrate the 20th anniversary of the Teamster Center Services health program, which covers 200,000 Teamster members, and to salute one of the men instrumental in its founding—Teamster International Vice President Joseph Trerotola, also president of Joint Council 16.

The plan, which for 20 years has provided excellent health care services to members of 14 Teamster locals from New York, New Jersey and Connecticut, is headquartered at Montefiore Hospital in the Bronx.

On hand to laud Trerotola's contributions to the program's formulation were current management co-chairman, Sy Hayman, and labor co-chairman, Ron Carey, president of Teamster Local 804.

In presenting the award, which noted his "leadership, encouragement and foresight, carrying on the banner of

exemplary union-management cooperation for the health and well-being of the workers" to Trerotola, Carey spoke of the history of the program and the excellent benefits it provides.

TCS' main job, he noted, is to "cut medical costs and stretch the health dollar to its utmost so that the Teamster gets more and more coverage for the same dollar." With the program's free advice and referral service, members also can get help for a whole range of health-related problems—from dealing with the problems of aging to family problems, drug addiction, alcoholism or others. "Thanks to Joe T.," Carey said, "the Teamster Center Services is the most unusual and unique kind of outfit in the whole country."

Trerotola, in accepting the award, saluted his predecessor as Joint Council 16 president, James O'Rourke. "Jimmy and I over 20 years ago thought we could build the first Teamster hospital," he said. "The costs were so high, however, that we decided to do the next best thing and that's how Teamster Center Services began. I am proud of what we have accomplished and I hope that more locals in the Greater New York area will join us in the future."



Here, Trerotola (second from left) is congratulated on the award by, from left: radio and television personality William B. Williams, master of ceremonies for the evening; and Ron Carey, TCS labor co-chairman and president of Teamster Local 804.



WORCESTER, MASSACHUSETTS

## Another Victory for Good Representation

Teamster Local 170 member Walter Balben (left), a driver for Chemline Corporation and Local 170 steward, is all smiles, thanks to assistance received recently on a grievance of his own. After Balben was fired for allegedly assaulting a supervisor, his local took his case to arbitration and won a ruling in the driver's favor. Here Local 170 Business Agent Carl Gentile presents the grateful Teamster with a check for \$28,000.00. Balben also was ordered reinstated with compensation for all lost benefits.



HILLSIDE, NEW JERSEY

## Local 177 Picks Up Sanitation Workers

In a real show of support for the Teamsters, employees of the Borough of Shrewsbury, New Jersey, Road and

Sanitation Departments, recently opted for representation by Teamster Local 177 of Hillsdale, N.J.

Here, welcoming the new Teamsters to the ranks are Business Agents Dick Carunchio (far left) and Chuck Carey (extreme right), who organized the new unit. Welcome aboard, Teamsters!



CROZET, VIRGINIA

## These Are Some Over-the-Road Teams

Few Teamster brothers and sisters are as close as these Local 29 members from Crozet, Virginia. All are husband and wife Teamster tractor-trailer driving teams employed by Del Monte Frozen Foods in Crozet, Virginia.

The Local 29 members are among the company's 84 frozen foods division

drivers who travel an average six million miles a year, traversing the continental United States in all kinds of weather conditions. Together, they have an incredible 749 years of safe driving behind them.

These Del Monte "in tandem" Teamsters include from left: Nancy and Scott Coyer, Lois and Eddie Hanger, Catherine and Landon Keyser and Jesse and Bill Lunn. Not pictured are the fifth Local 29 Teamster Del Monte driving duo, Allen and Linda Rhodes.



The program was so successful, says Gerry Gross, secretary-treasurer of Local 653, that the officers of the local plan to make such educational programs a yearly project.

Here, Local 653 officers, stewards and members pose at the completion of the six-week program.

# Active IBT Locals

NEW ORLEANS, LOUISIANA

## Teamster Tapped for Governor's Panel

Mitchel Ledet, president of Teamster Local 270 in New Orleans and an International representative, was recently appointed by Louisiana Governor David C. Treen to an influential post on the Task Force on the Future of the Port of New Orleans.

Ledet was one of 15 of the area's leading citizens asked to sit on the panel, and was the only labor leader among the bankers, executives and legislators selected for the difficult task of helping determine the port's future.

In announcing Ledet's appointment, Governor Treen noted that "the formation of this task force is a positive step forward in analyzing and constructively responding to the challenges of the coming years for the Port of New Orleans." Obviously, the governor felt Brother Ledet was equal to the challenge, which is a real compliment to him and area Teamsters.

LAS VEGAS, NEVADA

## Away from Home But Still Teamster at Heart

Teamster Vince Benneman, Jr. (bottom right, with glasses), son of Local 14 Recording Secretary Vince Benneman, may be on withdrawal while he's on active duty with the Army in Seoul, Korea, but he remains an active supporter of DRIVE, the Teamsters legislative program and sends his contributions in regularly. The Teamster t-shirts he and his buddies are wearing are another indication of where his heart is.

The younger Benneman recently enjoyed a well-timed leave, too. Vince arrived home from Seoul September 15 for the birth of his first child, expected on the 21st. But his wife, Tammie, must be a good soldier, too, since with

ARLINGTON, TEXAS

## Equal Rights Mean Equal Protection

For Teamster Local 767 member Cindy Guest, union membership really paid off recently. Guest, an employee of Weber Aircraft, Inc., is shown here receiving a check for \$529.20 from Local 767 Business Agent Thomas Merritt after the successful settlement of her grievance case against her employer. Just goes to show that with the Teamsters behind you, there's no such thing as second-rate treatment. That union card guarantees your rights!



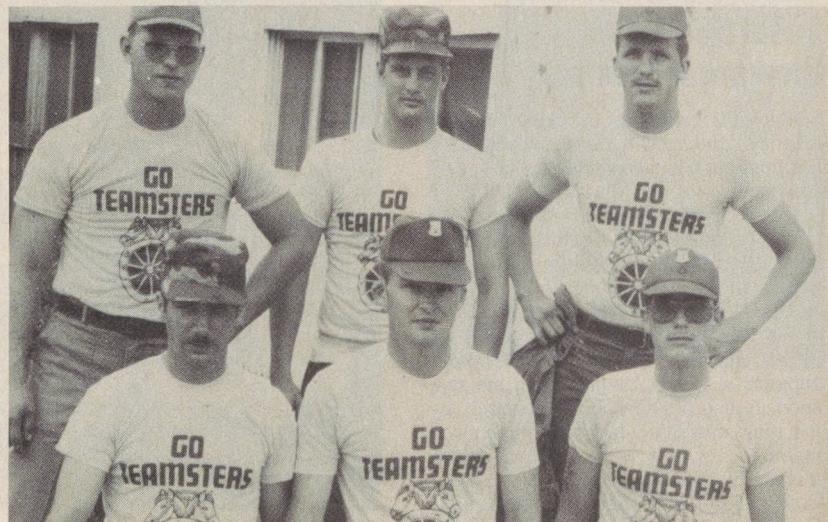
HOUSTON, TEXAS

## Decert. Strategy Fails To Dissuade Teamsters

Teamster Local 1111 member Dothi Woods recently learned of the clout her Teamster membership card carries after being unjustly discharged by Pepsi Cola Bottling Company in Houston.

The company, engaged in an increasingly popular company strategy of fomenting a decertification bid, fired Woods in an effort to discourage union membership by other workers.

The tactic backfired, though. An arbitrator, after hearing the charges, ordered Woods returned to work with several months backpay, an amount in excess of \$4,000.00. Needless to say, Woods is very happy to be a Teamster and is as strong a union supporter as ever.



drill-like precision, she delivered the youngest addition to the Benneman clan just a day later, on the 16th. It was a son, Michael Christopher.

Congratulations all. Can we expect yet another Benneman carrying a Teamster card a few years down the road?

## SAN FRANCISCO, CALIFORNIA

### J.C. 7 Celebrates 75th With Anniversary Seminar

Teamster Joint Council 7 of San Francisco, Calif., reached an historic milestone November 18—its 75th Anniversary—and highlight of its celebration was an anniversary seminar convened in Monterey, Calif. for 150 delegates and guests.

Prior to that, November 18 had been declared as "Teamsters Joint Council 7 Day" by both San Francisco and Santa Clara counties. San Francisco Mayor Dianne Feinstein's proclamation declared that "the Teamsters of San Francisco helped set the stage for the blossoming of strong unions in the city, and the city's reputation as a 'union town,' through its launching of the historic 1901 strike in response to a lockout by drayage firms and employer groups seeking to establish a non-union, open-shop business environment in the city." She urged citizens to join her in "expressing our appreciation and admiration for Joint Council 7's continuing efforts to obtain reasonable and deserved benefits, exemplary living and working conditions for its members and for all of organized labor." Other plaudits poured in from around the state and nation.

As delegates dealt with the important matters facing labor today such as organizing and unemployment and pondered solutions at the seminar, they were reminded again and again of the pioneer spirit that forged the joint council and were urged on to their own best efforts.

The anniversary seminar proved that San Francisco area Teamsters are still on the cutting edge of controversy, fighting for workers' rights against any and all who



would diminish them.

This was emphasized by the remarks of a special guest, U.S. Senator Alan Cranston, who issued a scathing attack on the Reagan Administration and its "anti-union" atmosphere.

"We see efforts to undermine collective security, to down-grade unions generally," he said. "The Reagan Administration has slashed unemployment compensation, closed down unemployment offices, thrown out CETA workers, wiped out job training, and meanwhile, has created more and more people who are out of work."

He declared that under "Ronald Reagan, we have more unemployment, more business bankruptcies, and more foreclosures on farmers and homeowners, than at any time since the other Herbert Hoover was in the White House."

Cranston suggested the "best way to balance the budget is to get people back to work."

Accolades came from Western Conference of Teamsters Director M.E. Andy Anderson, who also presented Joint Council 7 with an original copy of a 1907 contract between the Brotherhood of Teamsters and the Draymen's Association, and from Teamsters Joint Council 42 President Mike Riley, who began his union career in San Francisco.

Congratulations also came from Teamsters General President Roy L. Williams,

*Joint Council 7 executive board members met with Senator Alan Cranston after his address to the 75th anniversary seminar to discuss the status of several pieces of legislation. Shown from left are: Bob Morales, Local 350; Al Costa, Local 853; Vince Aloise, Local 315; Cranston; Chuck Mack, Local 70, Council president; Ralph Torrisi, Local 296, Council secretary-treasurer; Ben Leal, Local 856, and Herb Suvaco, Local 860.*

who praised Bay Area Teamsters for "being an aware and extremely politically active body" which "has never been shy in proclaiming its determination to be a voice for change."

Panelists addressing the delegates included: Robert Baptiste, IBT chief legal counsel, who spoke on legislation; Steve Teigland, U.S. Department of Labor, who talked about the consumer price index; Arbitrator Barbara Chvany, who addressed the mechanics of the arbitration process; IBT Organizer Vicki Saporta, who talked about organizing tactics, and Walt Engelbert of the WCT staff, who explored contract negotiations.

Guests addressing the seminar included newly elected Congresswoman Barbara Boxer, Santa Clara County Supervisor Susie Wilson, Economist Harry Pollard and Attorney Duane Beeson.

## SACRAMENTO, CALIFORNIA

### Golden Bear Teamster Day Features 'Mock Race'

The first Teamsters Family Day at the Races, held by Teamster Joint Council 38 at Sacramento's Golden Bear Raceway, was a big hit with members.

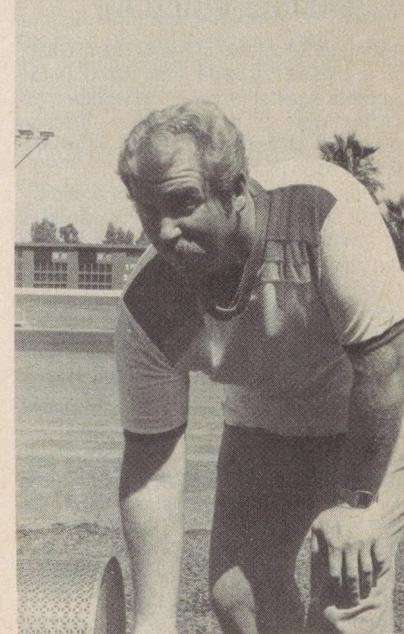
Attending were more than 1,500 Teamsters, their families and guests, not just from affiliate locals, but including members of the Joint Council Retirees' Association and the Teamsters' Sportsmen's Club.

Highlight of the day was the fourth race, aptly named the "George Mock Race" in honor of our first Teamster vice president. Following the race, Mock presented winners of a special Teamster raffle with prizes, including gift certificates, savings bonds, watches and other goodies.

From the enjoyment of the Teamster fans, it's safe to say the event probably will become an annual one.



Here, Vice President Mock (top left) waits to announce the winners of special Teamster raffle prizes, as Local 857 Business Agent Jerry Laird turns the drum full of tickets and Local 165 Secretary-Treasurer Paul Bechely talks about the day's successful program with Golden Bear racing secretary Dick Feinberg.



# Active IBT Locals

REDDING, CALIFORNIA

## Local 137 Nets \$40,000 Grievance Settlement

When the city of Eureka, Calif., let a contract for a new sewer plant, Teamster Local 137 members thought things were looking up for construction work, but after an out-of-town Associated General Contractors firm got the bid, things turned out differently.

First, non-union readimix trucks began appearing on the job site, and later, a non-union subcontractor was called in to move approximately 90,000 yards of dirt. The contractor refused to cooperate, telling the union that the dirt work was all being done by owner-operators. The union decided then it was time to act.

Newly hired business agent Frank Onstine was assigned to document contract violations on the job site, and over the course of a month, document the case he did, assisted with advice from Local 150 construction business agent Lee Ishmael and veteran Local 137 business agent Steve Ruckle.

When Local 137 next took its case to

the contractor, they had his complete attention. After several fiery meetings at which the charges were presented and countered, a settlement was reached.

In it, the contractor agreed to hire a senior laid off construction Teamster full time for the sixteen month project. Three other laid off construction Teamsters each were given \$3,000 in lieu of wages for the dirt work.

When one of the men arrived at the union office, he thought he had been called for picket duty. It was his happy surprise to discover instead a waiting check for \$3,000.

Here, three happy Local 137 construction Teamsters prepare to divide up a check for \$9,000 in lieu of wages. From left are: Howard Foster, Jack Vaughan, Jessie Freeman and Business Agent Steve Ruckle.

Below, Business Agent Frank Onstine may be a novice but he proved he has what it takes to be a Teamster representative by spending many hours documenting the contract violations for the grievance.



SANTA ROSA, CALIFORNIA

## With Unions Head to Head, Teamsters Win It All

Teamster Local 980 of Santa Rosa, Calif., in a classic struggle that pitted union workers against fellow union workers, recently won a decertification election launched at the Ukiah, Calif., Masonite Corporation plant.

The campaign resulted from a raid attempt by the International Woodworkers of America, AFL-CIO, to gain control of the plant and its 350 Teamster members. Confirmation of rumors heard by Local 980 officers came when the IWA filed a petition with the National Labor Relations Board in San Francisco on April 26, 1982.

With a quick call to IBT headquarters, Local 980 gained the help of International Representative Roy Nunes and Organizer Vicki Saporta to help fight the IWA bid. A full fledged campaign began June 1, 1982 with active assistance from the IBT representatives, who were both extremely "knowledgeable, experienced and indefatigable," in Local 980 Secretary-Treasurer Al Andrade's words. They matched efforts with Andrade, Local 980



Business Agent Russ O'Neill, the office staff of the local, and Dispatcher Stella Rovetti, who went into the field to assist in answering questions from members.

Andrade reports that it was a long, well conducted campaign, aided greatly by the support of the members involved and other members of the local. Immense gratification was felt in late July when, after the election was held, the result was victory for the Teamsters, who've represented the Masonite workers for 14 years.

Local 980's final remark on the hard

Here, members of the Local 980 team that helped thwart the decertification bid by the IWA includes, from left: Local 980 Business Representative Russ O'Neill; Local 980 Dispatcher Stella Rovetti; International Organizer Vickie Saporta; Local 980 Secretary-Treasurer Al Andrade, and International Representative Roy Nunes.

won election victory was: "IWA—Don't Mess Around With Teamsters!"

## It Pays to Negotiate in Good Faith

When, in 1967, the first labor agreement between World Airways and the Teamsters was reached, it marked the beginning of a stormy relationship which since has run the gauntlet of six contract negotiations and four strikes. But today, a new era seems to be dawning in employer/union relations and the picture is the brightest ever.

From the beginning, the company's pilots, flight engineers, flight attendants, mechanics and stock clerks, totaling 1,500 members, all have been represented by Teamsters' Airline Division affiliate, Local 2707 of Los Angeles, Calif.

Early in 1982, local officers were to face a situation that would test their mettle to the utmost and determine whether Teamsters would remain the workers' bargaining agent. Meet the challenge they did, with great results for all involved.

As negotiations began last year for the purpose of amending the existing contracts governing the various bargaining units, and before negotiators could even sit down at the table, the stage was set by World's president and chief executive officer, E.J. Daly, for tumultuous sessions to follow.

Daly, never one to mince words, stated early that his purpose was to get rid of the union which represented his employees; toward that end, he had hired the San Francisco law firm of Littler, Mendelson, Fastiff and Tichy, which in labor circles has a strong union-busting reputation.

Stormy, unproductive sessions followed one after the other. Every effort of the company was pressed toward subverting or corrupting the negotiating process. Bargaining in good faith did not appear to be part of their strategy. The future looked grim.

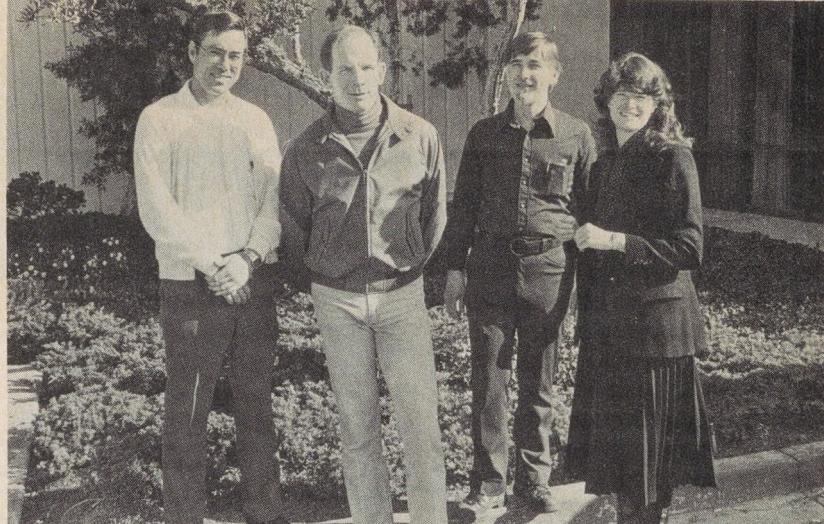
Then, in mid-October, things changed. The company's court battle to gain release from its contracts from the National Mediation Board was frustrated when the court rejected the company's suit.

That rejection, coupled with the company's mounting financial problems, proved to be a turning point which brought a resounding turnaround in the management-labor relationship.

That new look began with the removal of Daly as president and chief executive officer, and with the appointment of Brian A. Cooke as World's new president and chief executive.

The impact of that new direction has since been felt among all employee groups at World. The difference is most graphically depicted by a brief review of 1982 grievance settlements at the company.

World, under Daly, had continually violated its contracts, virtually ignoring existing agreements. Grievances filed andulti-



mately resolved either before arbitrators or in court had resulted in some large monetary awards. Resolution of Pilot and Flight Engineer grievance settlements totaled \$258,500.00; flight attendant grievance settlements, a total of \$155,300.00; mechanic grievance settlements, some \$105,455.00, and stock clerk grievance settlements, a total of \$14,700.00, for a walloping total cost to settle the grievances amounting to \$533,955.00, excluding court costs, attorney fees and lost time the company had to pay.

Since the 180 degree turnaround in labor-management relations after Cooke took over in mid-October and with other personnel changes, including a new joint labor-management committee, it's a totally different story.

In that time, there have been no new grievances—repeat—no grievances for the rest of 1982.

Employee morale also has taken a sharp upturn as reflected by Mechanic Chief Steward Ken Pedersen. "Grievance costs to settle mechanic claims exceeded \$100,000 in 1982," he said. "Without the tenacity of the business agents and the shop stewards at World, these monies could not have been obtained. With the 'new' World, all would like to see an end to these non-essential costs and get back to operating an efficient airline."

Captain Steve Moates, chairman of the cockpit crewmembers' council, added, "The turnaround in labor-management relations has been dramatic. Mr. Cooke's positive attitude and his sincere efforts to orient the company around sound business practices is extremely encouraging. Employee efforts of the past year have enabled the company to reach a posture where our prospects are very good!"

It's a great beginning, and in 1983, everyone involved is looking forward to an improved relationship and an even more profitable year for the company.

Local 2707's secretary-treasurer, Marv Griswold, gives high praise to his business representatives, Dan Porter, Denise O'Leary Rosso and Noel Bohuslov of the

*"Looking good for '83" is the optimistic thought of these Teamsters, all of whom were involved in the recent settlement with World. From left to right are: Noel Bohuslov, Local 2707 business representative, Captain Steve Moates, and Ken Pedersen, both Teamsters at World, and Denise O'Leary Rosso, a Local 2707 business representative and local trustee.*

local's Oakland office, who conducted the almost year-long negotiations with World Airways.

"The satisfactory conclusion to this dispute," Griswold said, "could not have been accomplished without the additional outstanding contributions of Roland P. Wilder, Jr., and Wilma Liebman, of the IBT Legal Department, Norman Weintraub, director of research and chief economist, the full support of IBT General President Roy Williams, General Secretary-Treasurer Ray Schoessling, Western Conference Director M.E. Anderson and Airline Division Director Norman Greene, and the determination of the stand-up membership at World."

Porter ramrodded the effort and brought it to a successful ratification on December 22. The victory served as a fitting close to a long Teamster career, since on January 1, 1983 he retired after more than 30 years of Teamster service, the last 10 of them with Local 2707.

Also assisting in the negotiations were Captain Steve Moates, cockpit crewmembers council chairman; chief steward-flight attendants, Ellen Hill; chief steward-mechanics, Ken Pedersen, and chief steward-stock clerks, Ernie Ruedas.

World Airways has its corporate offices in Oakland and from that base, operates worldwide a fleet of Boeing 747's, DC-10's and DC-8's.

Now that employee relations are off to a new beginning, hopes are high that World is on its way to its best years in operation ever. Their Teamster employees will sure be helping make that so.

## Active IBT Locals

CALGARY, ALBERTA, CANADA

### Teamsters Help Open Educational Vistas

Teamster Local 987 Secretary-Treasurer Jerome Gelsinger is shown here presenting a check to Ron Thompson, regional administrator of Kinsmen Camp Horizon, a program for the retarded in which this Canadian local is deeply interested.

The facility, the only one of its kind in the province of Alberta, offers year-round educational and recreational programs to disabled persons, providing a varied program of indoor and outdoor activities for both the mentally and physically handicapped. Gelsinger and Local 987 are



real supporters of this wonderful operation and help out whenever they can. Who says Teamsters don't have a lot of heart!



NIAGARA FALLS, ONTARIO

### Teamsterism's A Family Affair in Canada

Teamster Local 154 bends over backwards to make sure its youngsters know they are part of the union family right from the start. Our Ontario, Canada brothers and sisters recently hosted two activities, including a July 1 picnic for members and their youngsters and a children's Christmas party to make them feel a part of it all.

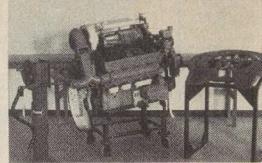
Above, Local 154'ers display prize-winning form at the balloon toss contest during the July bash; below, three Local 154 youngsters entertain with Christmas carols at the holiday party. From left to right in this group are Teamster tots Greg DeCloud, David Royer and Chad DeCloud. Most of these tots' parents are chemical, energy and allied field workers who joined Teamsters' ranks a couple of years back, much to the delight of the Canadian Conference. It's nice to know they're bringing their youngsters up with true Teamster spirit!

LONDON, ONTARIO

### Teamster Scholar Says 'Thanks'

Teamster 1982 International scholarship winner Dwayne J. Mott, whose father Donald is a member of Teamster Local 141 employed at Bondy Cartage, visited his dad's local with his parents recently to pick up his scholarship certificate and thank officers of the local for their help in processing his successful application. Dwayne had nothing but good reports on his college education so far, much to the delight of Don Swait, an organizer with the Canadian Conference of Teamsters, and Local 141 President J.S. McCafferty (second from left).





## VANCOUVER, B.C., CANADA

### Local 213 School Is A Model Program

Training Teamsters and helping upgrade their skills is a prime concern of Teamster Local 213 of Vancouver, B.C., Canada, and toward this end, the local embarked two years ago on an in-depth training program to not only help members but provide a ready supply of good workers for the Canadian construction industry.

The Teamster local, working in conjunction with the Roadbuilders Association, the Pipe Line Contractors Association of Canada and the Construction Labour Relations Association, developed a comprehensive training program, selected a site, and has been since 1981 providing worker training and skills upgrading programs.

The program is financed by employer contributions to a special training fund, based on hours worked by Local 213 members.

Today, Teamster Local 213's Joint Training School, under the administration of Laurence W. Creed, operates out of its own facilities in Vancouver.

Licensed as a registered trade school, the program can provide the basic training necessary to allow any Local 213 member to upgrade job skills, enabling them to complete and pass Motor Vehicle Branch examinations up to and including Class One Drivers' License with Air Endorsement, the highest drivers' rating available.

Because of its trade school designation, the school has certification from the Motor Vehicle Branch in Victoria to administer the practical field test examination to qualifying candidates, leaving only the written test to be taken through the state.

To be eligible for participation, a Local 213 member need only have worked for an employer who contributes to the training plan and currently possess a class three or higher valid B.C. or Yukon drivers' license.

Teamsters' Local 213 Joint Training School began in a log building constructed in 1980 at Maple Ridge/Haney, B.C., housing two classrooms, an office for instructors, a lunch room cum mud room and washroom. Since then, an additional steel building has been added that houses a maintenance/repair and instruction shop area with a 70' walk-in pit. The main floor has space for inventory storage,

engine and fifth wheel cutaways for instructional purposes and a sizeable warehouse training facility, along with office and lecture rooms.

The complex is first-class—from the site itself to the Teamster personnel teaching the course to the equipment being used.

Any tool you can think of that will make learning easier and instruction clearer has been incorporated.

Class sizes are kept to a maximum of six to allow for one-on-one instruction, and each teaching station is equipped with a complete audio-visual equipment package, including video monitor, cassette recorder/player and overhead projector. The A/V system is used with other training aids and a comprehensive manual, developed to cover all pertinent topics necessary to training, to give students an in-depth look at each topic discussed.

Also on hand are actual models of driving axles, which afford students a chance for first-hand exposure to one of a motor vehicle's principal components. In the shop areas are cutaway models of diesel engines, transmissions and fifth wheel assemblies, which instructors use to explain vehicle operations, repair procedures and other safety functions.

Using a pit in the shop facilities, students can physically inspect the total undercarriage of the vehicle and see how everything works. This area also can be used for actual maintenance and repair of all rolling stock, which is the responsibility of the heavy duty mechanic at the school.

All of these "hands-on" features advance the school's goal, which is to provide students with as much actual component material as possible to enable and encourage them to learn every important aspect of the equipment they will ultimately be responsible for on the job.

Permanent equipment owned by the school ranges from three tractor units (two Peterbilts and a Kenworth) to a new transfer dump, highboy and lowbed truck.

Other types of heavy equipment are routinely made available to students by employers associated with the program to give them exposure to any equipment they'll encounter under Local 213's jurisdiction. The school is continually trying to upgrade its own training equipment stock.

One of its Peterbilts is a good example of this, and in fact, does double duty as the local's Mobile Training Unit. Equipped with features identical to those in classrooms at the school including audio-visual

aids and cutaways, the tractor-trailer allows Local 213 to take its training program to sites throughout British Columbia and the Yukon, wherever Local 213 members are working.

The tractor even contains a modified sleeper berth, equipped to allow four or five students to sit behind the instructor and a student driver and watch as they face all kinds of road conditions.

The mobile unit serves another educational purpose too, as was evidenced during the recent Canadian Conference of Teamsters third biennial session where it was on display, visitors could tour, and instructors were on duty to explain how this innovative program functions. It was great P.R. for an excellent program.

Back at home, Terry Loftus and Duncan Callander, the two training officers, teach their classes of six in four-week sessions. During that time, some 26 topics will be covered, ranging from the principles of safe driving to the intricacies of equipment operation.

Intent of the program, say Local 213 officers, is not just to produce competent drivers and operators, but to develop personnel who have the complete knowledge necessary for the safe and responsible operation of their equipment.

Already, several classes have graduated from the program and gone on to win higher competency licenses. The first group to go through the course began their studies on January 12, 1981. Those four men and two women graduated and obtained the licenses they were seeking. In fact, so far, no student has had any complication in obtaining the license sought after training, report the instructors. And the free program is rapidly growing in popularity, as other Local 213 members seek to upgrade their own skills and job potential.

Local 213 officials note that they are proudest of the program because it represents in a positive way a truly unified effort of labor and management, who can sometimes become polarized in day-to-day operation. Both "unanimously agreed in their purpose of creating and supporting the facilities," local officers note. "Their mutual desire to improve through upgrading, training and retraining the Teamster Local 213 membership, at no cost to students, is demonstrative of an emerging trend of management/union cooperation." It's an effort other Teamsters not only applaud but might want to emulate.

# Active IBT Locals

DETROIT, MICHIGAN

## A Cry Being Heard 'Round the Nation

Ten thousand Michigan unionists, among them thousands of area Teamsters, drove home the message last Labor Day at a Detroit rally that "trickle down economics" won't work in solving an unemployment problem which has Michigan topping the national statistics in terms of the jobless.

Teamsters, led by IBT Vice President Robert Holmes and Joint Council 43 leaders, were on the march to protest workers' dissatisfaction with the suffering national economy and high interest rates as well.

They chose a parade celebrating organized labor's centennial as the occasion to make their voices heard. Signs and banners carried by the marchers and the slogans they shouted portrayed graphically how tired workers are of the status quo and how much change is needed.



Here, the Teamster contingent signs tell the whole story.

Holmes joined other labor leaders addressing the crowd in urging workers to maintain the "unity necessary" to get things turned around; he noted that Teamsters "have unemployed also" and want to be involved in finding solutions to the problems.

For their efforts in the march, the Teamsters represented by Joint Council 43 walked away with some top parade

honors. The Michigan Labor Historical Society presented the first for the best organized delegation for the impressive showing of trucks and vans, and the second, the best float award, to Teamster retirees for their entry.

CHICAGO, ILLINOIS

## Little City Residents Say 'Thanks'

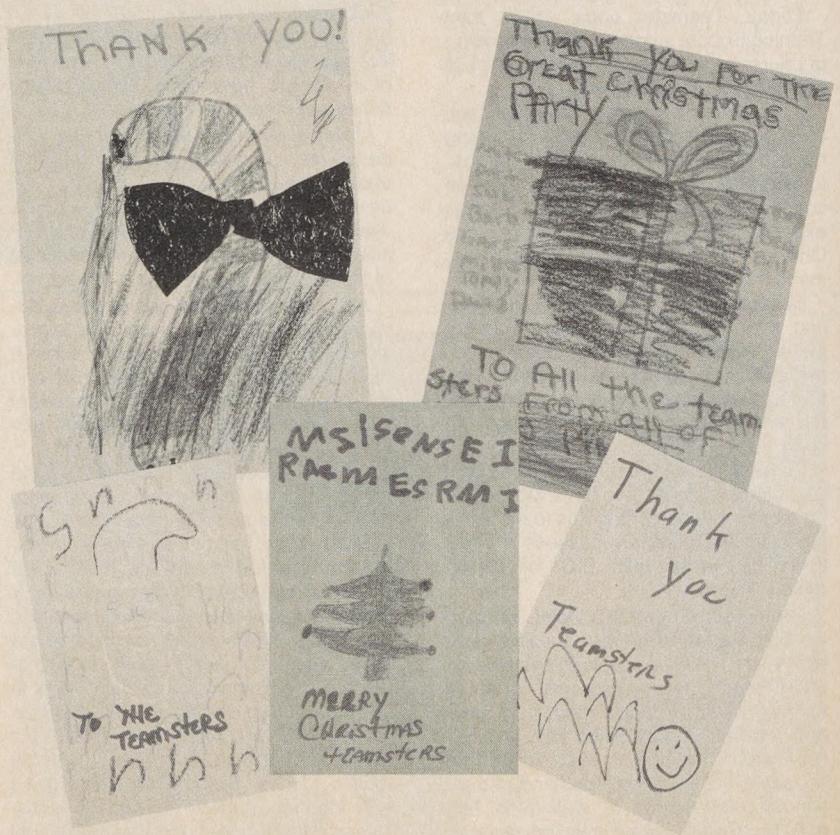
Teamsters, always a part of Little City Foundation's annual golf tournament to raise funds for the maintenance of this unique therapeutic residential community for the handicapped in Palatine, Ill., this year made no exception. They were as involved as ever to help make 1982's tourney, held the week of October 20, another big success.

Following that event, though, big-hearted Teamsters went even farther, hosting a beautiful Christmas party for students a few weeks back.

On hand for the event were IBT Airline Division Director Norman Greene and other area Teamsters, who helped make the day fun for all.

Just before the holidays, Greene received the youngsters' thank you, in the form of some touching notes expressing their gratitude for the party and Teamsters' support.

Anything these youngsters lacked in creative ability was more than made up for by their show of love and gratitude, as this representative sampling shows. All Teamsters can add is: "You're more than welcome, kids; we're glad you had so much fun."



CHICAGO, ILLINOIS

## Local 743 Orders Durabond Boycott

Faced with a recalcitrant employer, Teamster Local 743 of Chicago, Ill., recently initiated a boycott against Durabond Products of Rosemont, Ill., a subsidiary of the \$1.5 billion U.S. Gypsum Corporation conglomerate.

The Teamster local, largest in the International Union, undertook the tough bargaining tactic after a dispute involving 30 semiskilled workers escalated into a major confrontation. For more than 22 years, Local 743 had an excellent bargaining relationship with the company, which it saw wither after Chicago Mastic Company sold the business in 1975 to U.S. Gypsum.

Things changed, said Donald Peters, president of the Chicago local and an International vice president, after the buyout when negotiators began hitting brick walls in their bargaining efforts.

After the purchase, the company first demanded a contract extension of 18 months, revealing a plan to close either the Rosemont or a similar Detroit facility. The union agreed and the Detroit plant closed.

Soon, though, business agents began finding even routine grievances becoming major issues, with the company refusing to settle.

Finally, troubles over a two-year contract signed in 1978 brought things to a head. The union sought a wage reopeners clause, the company refused, litigation

ensued, the Teamsters won, and the company retaliated.

Durabond encouraged a decertification bid by workers, only to have them vote four to one to retain their bonds with the Teamsters. But by the time the confrontation ended, the old pact had expired and talks began on a new one.

Stymied by the vote of confidence, Durabond set about systematically emasculating key contract provisions, from seniority clauses to non-discrimination and health and safety clauses, in a campaign to sap the union's strength during bargaining.

"I really and truly have never seen a company try to gut a contract like this for no apparent reason," Peters recently told a Chicago paper, explaining why the frustrated employees finally went on strike July 19, 1982 in protest.

They have remained on the lines since, firm in their commitment to winning justice. Throughout the struggle, union representatives have offered to meet with Durabond management to iron out the issues. The answer's always the same: Durabond management intends to take only unilateral action with respect to working conditions.

Peters, sensing the futility of further talk with the Goliath size conglomerate, recently concluded that the only way to reach Durabond was through its products and ordered a boycott to drive the message home.

We must let this "huge corporation know that organized labor finds repugnant U.S. Gypsum's action in destroying an excellent collective bargaining relationship which existed for many years,"

Peters wrote, in urging Teamster affiliates, contractors and employers to boycott Durabond products until the firm agrees to bargain in good faith. He also suggested they write U.S. Gypsum Corporation, at 101 S. Wacker Drive, Chicago, Ill., 60606 and let them know how offensive they find such union-busting tactics. Peters asks that when anyone writes, they forward to his local a copy of any correspondence received back.

Products produced by Durabond include:

Color Tile-105	Badger 201
Color Tile-770F	Badger 355
Color Tile-747	CMC 9
Durabond Multi-Purpose Flooring	ImpoW@ 220
Durabond Multi-Purpose Ceramic	Impo X 770
Durabond Contact Cement	A 12000
Durabond Quick Dry	A 17000
Durabond Brush On	CMC 300
Durabond Ceiling Tile	CMC 301
Durabond Exterior Carpet	Permalastic PL-261
CMC 2001	Permalastic PL-500
Taylor	Permalastic PL-444
CMC 150	Permalastic CMC 10-105
Kenkade 150	CMC 10-108
Kenkade 1558	

As more and more companies try such tactics, the value of union solidarity becomes ever more apparent. Unity is the best weapon union members have against giants who try to walk over their employees.



DETROIT, MICHIGAN

## Teamster Yells 'Help' And Gets Quick Aid

Teamster Local 283 member Walter Dub (center) is especially proud to be called a Teamster these days. Dub recently had occasion to call on his local, which represented him in arbitration of his discharge case against his employer, Marathon Petroleum Co. Here Brother Dub is shown receiving his backpay award from the local's attorney, James R. Hoffa, (right) and Walter Quillico, business agent for the local (left). Brother Dub received more than \$15,850, along with full fringes and seniority compensation as a result of the arbitrator's award.

GARY, INDIANA

## A Fine Irishman Is Honored

Sure and it was a fine honor accorded Teamster Local 142 President Timothy Sullivan recently by the Friendly Sons of Erin.

This true son of the old sod was the 1982 recipient of the group's Shamrock Award, in recognition of his many community and charitable endeavors, especially for the "Pirates," a group project that provides a financial base for a children's therapy program at the Trade Winds Rehabilitation Center in Indiana.

Timmy, son of two County Kerry immigrants to the United States, richly deserved the honor—not just for his actions as a labor and community leader, but also for the personal courage and determination he showed in overcoming obstacles imposed by a laryngectomy operation a few years back. After the surgery, Timmy relearned to speak, using a voice box. Today, at Teamster meetings, you can barely detect a difference in his voice,



Local 142's Tim Sullivan

which is a real credit to the mastery he has acquired.

This Irishman not only does himself proud, but reflects honor on his local and its members, all those who so proudly wear the green, and of course, the Sons of Erin who happily claim him as one of their own.

# Active IBT Locals

SOUTH BEND, INDIANA

## Child Care's a Nyloncraft Teamsters' Benefit

Any working parent who's ever gone off to work has at some time faced the question: "What about the children?"

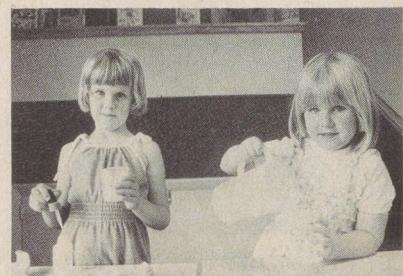
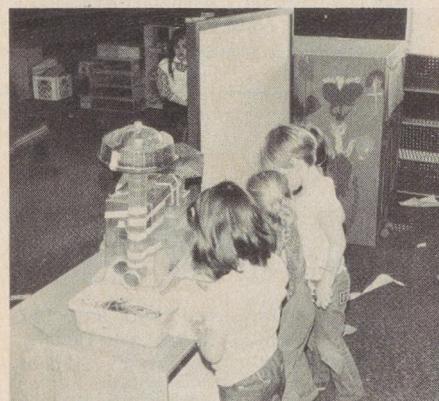
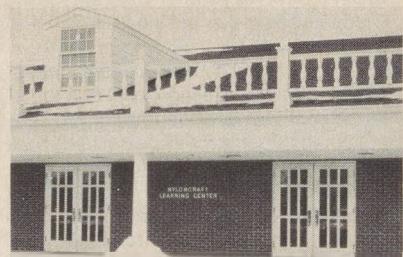
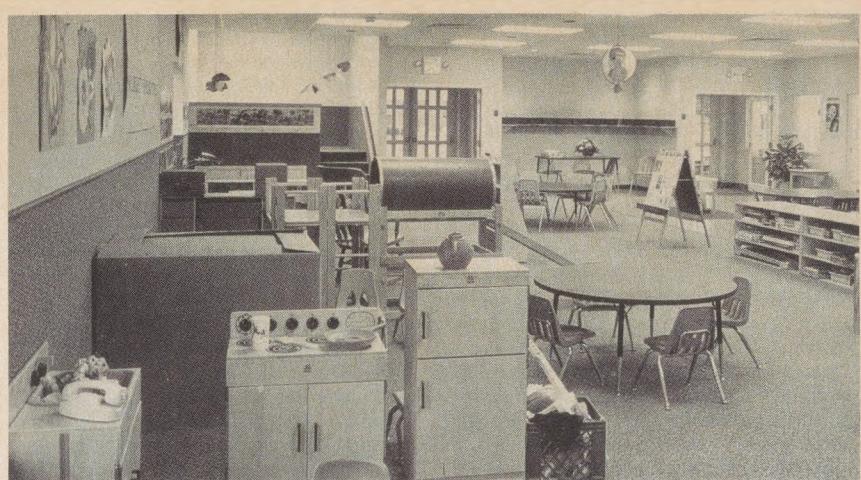
For employees of Nyloncraft in Mishawaka, Indiana, all members of Teamster Local 364 of South Bend, that's no longer a problem.

These Teamsters are involved in an innovative program that affords them quality child care, subsidized by their employer, and available on a 24-hour, 5-day-a-week basis. The program is open to infants from six weeks to youngsters of 12 years.

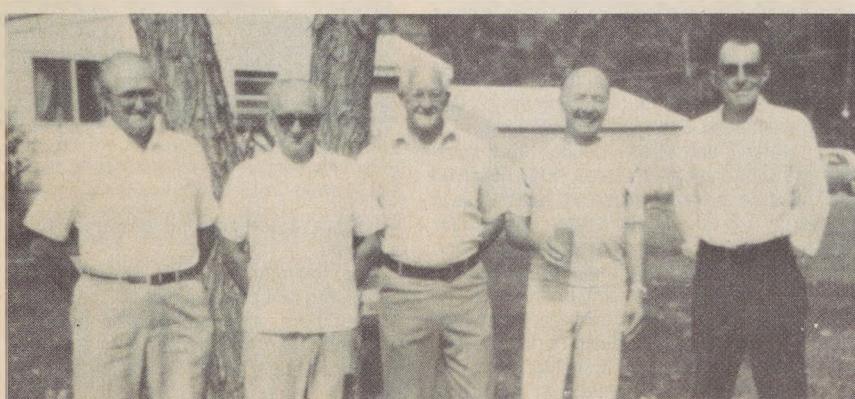
The 200 Nyloncraft Teamsters are delighted. They drop their youngsters off at the beautifully equipped center, and the children head for their individual programs. These range from an infant and toddler's cottage, to a preschool program, a kindergarten and extended care program, an after-school session for older youngsters, and even a summer day camp. Parents return at day's end, happier and more content, since they know while they've been on the job their children have been well cared-for, have eaten balanced meals and snacks, have been entertained and are learning new skills.

The center, open since June 1, 1981, is the first in Indiana to be run by a manufacturing company.

So far, the company says its experience has been a worthwhile one. The firm can attract more stable, better qualified workers, thanks to the program, employee turnover and absenteeism have been reduced, and parent morale is way up. All in all, a great benefit for Nyloncraft, their Teamster employees, and especially our members' youngsters.



The day starts with a nice, clean playroom. From then on, it gets a lot of use. At left, youngsters "play house," below, they tend to the center's pet hampster, a favorite activity; and at bottom, two budding young scientists perform some experiments, in the process improving their coordination and measurement skills. The center is located on the Nyloncraft factory's plant grounds for convenient access by Teamsters going to and from work.



JACKSON, MICHIGAN

## 142 Years of Teamster Service

These five Teamsters, all retirees from Associated Truck Lines and members of IBT Local 164 of Jackson, Mich., together represent a total of 142 years of driving as union members. From left to right are: Kenneth Burnham, a 27 year veteran, retired 1974; Bernard Burnham, 30 years service, retired 1973; Victor Haynes, 32 years service, retired 1974; Frank Weimer, 27 years service, retired 1978; and Darrell Jones, a 26-year veteran, retired 1976.

## CHICAGO, ILLINOIS

### At Local 743, Education's Important

Two top-ranked seniors who withstood the rigorous entrance requirements and made the grade at service academies were among this year's 10 winners of the Donald and Evelyn Peters Foundation scholarship awards, begun by IBT Vice President Peters and his wife to broaden members' youngsters' educational horizons. Adding to that another 10 scholarships awarded by Local 743's executive board brings to 20 the total number of scholarships granted to deserving students by this Chicago-based local in 1982.

Winners of the Peters Foundation grants were awarded \$1,500 stipends each, increased from the \$1,000 of last year, to help defray rapidly rising college costs. Winners of the Local 743 awards were voted stipends of \$1,000 each, up from last year's \$500, for the same reason.

Two of this year's recipients of the Peters' awards have entered the service academies. Michael Bell, son of University of Chicago Human Resources Center staffer Gloria Bailey, made the grade to

enter the United States Military Academy at West Point, N.Y. this fall where he is training to become an officer in the Army. Fellow Local 743 recipient Daniel Williams, son of United Stationers employee Maggie Williams, was accepted into the rigorous program offered by the United States Naval Academy in Annapolis, Md.

Included among the other Peters Foundation winners were: Charles C. Alleyne, son of Clovine Alleyne, Rush-Presbyterian-St. Luke's Hospital; Heidi Brubaker, daughter of Jean Brubaker, Governors State University; Ronald L. Busse, Jr., son of Ronald L. Busse, Sr., Household Merchandising; Rennel Ewing, son of Annie Ewing, Aldens, Dept. 599; Pamela A. Grudzinski, daughter of Dolores Grudzinski, Carson, Pirie, Scott & Co.; William J. Jawien, son of Boleslaw Jawien, Dresser Industries; Renita Lucy, daughter of Susie Lucy, University of Chicago Medical Records; and Carole A. Sato, daughter of Matsu Sato, Tash, Inc.

In announcing the Local 743 awards, the local's executive board noted a first, with the selection of Maria Williams, sister of Daniel, as one of the winners of a \$1,000 grant—the first time a brother and sister have ever done so at the local.

Maria is attending Knox College in Galesburg, Ill., while her brother's at Annapolis.

Other recipients of Local 743 awards included: Carol Bell, daughter of Mary Bell, Spiegel, Dept. 141; Wendi Elder, daughter of Yetta Elder, Amalgamated Insurance; Denise Herdzina, daughter of Emma Herdzina, Aldens, Dept. 530; Sandra Laplanche, daughter of Simone Laplanche, University of Chicago, Medical Records; Betty J. McHugh, daughter of Patricia McHugh, Blue Cross/Blue Shield; Andrew Mocherek, son of Joseph Mocherek, Dresser Industries; Christine Pease, daughter of Richard Pease, AC Delco; Julie Prendergast, daughter of Joan Prendergast, Central States Funds; and Joseph Urbanczyk, son of Eleanor Urbanczyk, Bagcraft.

Said Local 743 President Peters, also an International vice president, of the competition: "The judges of the competition have informed the executive board that the applicants for the scholarships this year were the most highly qualified in the 25-year history of the awards . . . All of us in Local 743 share the pride of their parents and their coworkers in the accomplishments of the winners. . . ."

## CHICAGO, ILLINOIS

### Teamster Is A Highway Hero

"Teamsters always stop to help people on the highways," says Chicago Local 705 member James Walsh, downplaying his recent act of assistance to Mrs. JoAnne Gonzalez, a nurse who lives in Benton Harbor, Mich. Mrs. Gonzalez had a different story to tell of the Chicago Teamster's late night aid.

As she describes it, she was driving her car from O'Hare Airport in Chicago to her home in Michigan after midnight one night when the vehicle's temperature gauge light flashed on. She knew there was a truck stop ahead a few miles, so she continued forward. Soon, however, the car stalled, and she was forced to pull off the highway, with smoke pouring from under the hood of the vehicle.

It was then that Walsh, a tanker driver with an accident-free four and a half years with Great Lakes Terminal and Transport Corp., happened along and came to her aid. Seeing the smoke, Walsh pulled off the road and rushed to the car with a fire extinguisher. Unable to put out the blaze, he called the local fire department for help by radio.

Needless to say, his efforts were much appreciated by Mrs. Gonzalez, who later wrote Jim's company to say: "The reason I didn't stop as soon as the red light went on was because I was afraid to stop along the highway at that hour of the morning, all by

myself, and I just thank God that someone of Jim Walsh's calibre was the person to stop and help. If you give any awards for bravery above and beyond the call of duty, or kindness in helping out others, I hope you consider Jim Walsh. He is a wonderful example, and one you can be proud to have in your company."

Louis F. Peick, secretary-treasurer of Local 705 and an International vice president, added that the union, too, is proud of Jim. "He is just one of the thousands of members of the Teamsters Union who quietly help people with problems, on and off the highways," Peick said.

*Here, Jim Walsh (left), a tanker driver for Great Lakes Terminal and Transport Corp. and member of Local 705, Chicago, is congratulated for taking the time to help Mrs. Gonzalez by Daniel Liguroti, recording secretary of his Chicago Teamster local.*



## DETROIT, MICHIGAN

### Teamster Named to Roads Post

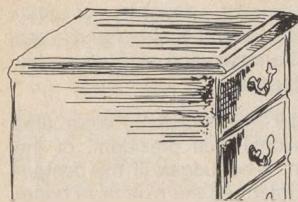
Harold Bondy, Teamster Joint Council 43 coordinator and executive director of that area's DRIVE program, was recently named to a post on the three-member Wayne County Roads Commission.

Bondy was named to the influential panel by the 27-member Wayne County Board of Commissioners, an elected body, after its members chose the Teamster from among several candidates up for the post.

As a member of the road commission's governing body, Bondy will help make decisions affecting roads which many Teamsters use in making their livelihoods. The commission's designated function is to "build and maintain county roads, operate the county parks system, and operate two area airports—the Detroit Metropolitan Airport and Willow Run."

We are sure this Teamster veteran, who until its dissolution was secretary-treasurer of Teamster Local 98, will admirably uphold the interests of all the area's motorists and help ensure a safe, well-maintained roads system in that part of the state.

## CONSUMERS CORNER



**D**uring the spring months, traditional for furniture sales, one can still find bargains. If you are unfamiliar with furniture shopping, take the time to bone up on what to look for in well-built merchandise. Novice buyers should be aware that bargain pieces may not always be solid wood. Often, a thin veneer of walnut, maple or teak may be glued to pressed sawdust, flakeboard or particle board cores.

The best way to learn about what constitutes quality furniture is to shop leading department and furniture stores to examine their top of the line merchandise. Even if you don't plan on buying any of these pieces, you will learn what to look for when shopping for pieces within your price range.

Look for well-fitting drawers that open and close easily, dust barriers between dresser drawers, hand-rubbed finishes, and dovetail joints. In the case of sofas and chairs, examine them for quality upholstery and detailing. Above all, try them out for comfort. Ask questions of the salesperson concerning the core wood if the piece is veneered. Also find out if the furniture comes with a manufacturer's guarantee and if the retailer himself guarantees the product.

Shop around for the best prices. Look for furniture at reduced rates at discount houses or warehouse outlets. It's important to realize that furniture buying is an investment you will live with for many years. And, with the price of quality furniture as high as it is, decisions should be made carefully. When shopping, experts advise:

- Compare prices in several stores. Avoid stores that advertise bargains but push you to higher-priced merchandise (bait and switch selling).
- Get all the facts on the cost of credit. The faster you pay, the less it costs.
- Check basic construction: broken springs, missing tufts, sagging edges. Examine back and

underside where sloppy workmanship may be hidden.

- Check fabrics: make sure patterns match or go in the same direction. Remember, tighter woven material lasts longer.
- Read labels and guarantees.
- When you buy, make sure model numbers and estimated delivery dates are written on your copy of the order.

A lot of furniture comes unassembled nowadays. Many states require that this fact be disclosed on the merchandise packaging. Information also must be provided which includes assembly instructions, tools needed and whether there are any additional parts not supplied.

If your furniture arrived unassembled and you discover a part missing, contact the retailer immediately. If necessary, repack the merchandise and have the store pick it up for an exchange. Keep a copy of all correspondence as well as the name of the person you spoke to at the store.

Proper care and maintenance will enable furniture to be kept attractive for years to come. According to Regina Rector, home furnishings specialist for Cornell Cooperative Extension, modernization is the key. Applying too much wax or polish can be self-defeating, resulting in a gummy smeared finish. "Excessive use of polishes will cause a cloudy build up of film that will mask the beauty of the finish. Forget what the ads for polish say. Polishing three or four times a year is sufficient for most pieces of furniture," said Rector. "To remove dust from wood, gently wipe with a soft natural fiber cloth that has been slightly dampened with polish," she added.

Normal wear and tear can exact a toll on household furniture. There are ways to deal with minor problems by yourself. Surface scratches can be hidden with regular furniture polish but scratches in the wood itself require other solutions.

Tricks for fixing the problem include masking the scratch with a felt marker pencil, crayon, or even shoe polish. A "natural" solution is to rub the scratch with the meat of a pecan or walnut. Depending on the color of the finish, it could hide the scratch.

For repairing white rings left from drinking glasses, experts recommend rubbing the area vigorously with a light oil, lemon oil or salad oil, then wiping off the excess. Mayonnaise will also do the job. If it is an alcohol or perfume stain, try rubbing it with a few drops of ammonia, or a combination of mineral oil and cigarette ashes (the ashes work as a mild abrasive).



Teamster Greg McPherson, a Wilmington, Del. UPS sorter and Local 326 member, enjoys a challenging hobby—the exciting world of MX class racing at American Motorcycle Association events. For the 1981-1982 season, Greg was the points first place winner at Raceway Park at Englishtown, N.J. in the amateur class. Good going, Teamster!



Pictured here are members of the "Sunshine Boys," winners of the 1981-1982 Purity Supreme, North Billerica, Mass. warehouse candlepin bowling championship. Local 829 members of the winning team include from left, Teamsters Bob Fitzgibbons, Pat Shea, Peter Keimig and John Gibney.

Hard work and stringent training are what it takes to become champion skaters of world rank. This being so, John Capodanno and Tanya Ledesma are a good bet to succeed. The couple have been skating together since 1979 and as members of the Los Angeles Figure Skating Club have won top honors at several United States Figure Skating Association events, including the 1982 Southwest Pacific Regional Championships and the 1982 Pacific Coast Sectional Championships in Utah, earning silver medals at both. Capodanno is the Teamster in the duo, a Local 399 member employed as a studio transportation driver for Consolidated Film Industries in Hollywood, Calif. Teamsters wish them well in their competitive endeavors.

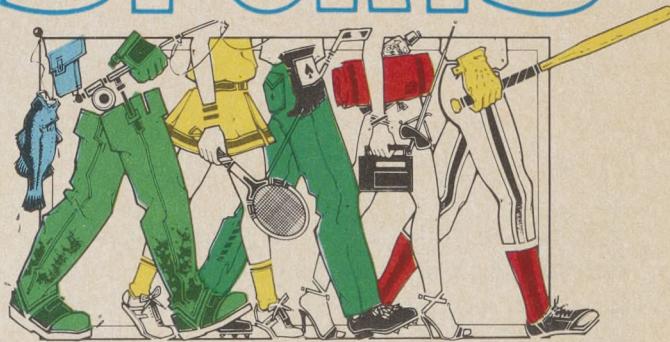


Moore, Okla. Teamster Local 886 member Charles W. Cox has a lot to crow about these days. This truckloader for Scrivner's Food Distributing Warehouse in Oklahoma City, Okla., used the muscles he worked up on the job to win first place recently in the light-heavyweight division of the Okla. Armwrestling Championships in Memphis, Tenn. Here the Teamster is shown with some of the armwrestling trophies he's won over the years.

This majestic vista is enough to take your breath away, but for Teamster Dave Schiebelbein, it's all in a day's climb. This Local 638 member and United Parcel Service employee hails from Minneapolis, but spends much of his spare time engaging in rock climbing, ice-climbing and mountaineering. This photo was snapped last summer as he stood at the summit of the 13,770-foot Grand Teton in Wyoming. That's some view he earned for his troubles!



## TEAMSTER SPORTS



Brian Smith, a driller's helper for York Drilling Co. and Local 430 member out of York, Pa., displays a beautiful 11-point buck he bagged in a recent hunting season. This York County beauty had a rack 13 inches long and 22 inches wide, with horns 24 inches long, the proud Teamster tells us, and ranked high in state competition at the 1982 sportsman show.



JOBs  
UNEMPLOYMENT  
GAS HIKES  
BEER FRANCHISING  
HOME MORTGAGE  
LEGISLATION

OSHA  
DAVIS-BACON  
SOCIAL SECURITY  
KEEPING HOBBS ACT INTACT  
LABOR-MANAGEMENT  
RELATIONS  
DEREGULATION

Dear  
Congress



# WRITE!

**It's up to Teamsters and other good Americans to make our voices heard, to let our legislators know where we stand. If we don't, we have only ourselves to blame for legislation that hurts us.**

With the 98th Congress gearing up for action, Teamsters need to keep in mind how severely bad legislation can affect us in terms of jobs, inflation and family well-being.

When we hear of voter apathy and citizen unwillingness to get involved, most often we hear that "one vote or letter doesn't matter much anyway." Wrong! One place we *can* make a difference is by writing our legislators *every time* we feel strongly about a particular issue that affects our livelihoods.

*For the most effective correspondence, Teamsters should:*

- Address your correspondence to:  
Hon. (Your Senator's Name)  
U.S. Senate  
Washington, D.C. 20510  
or

Hon. (Your Congressman's Name)  
U.S. House of Representatives  
Washington, D.C. 20515

- Write legibly, directly and courteously
- Be brief and to the point, making requests, not demands
- Be informed on the subject you're writing about
- Identify the subject of your letter by bill number or issue
- State the reasons for the position you are taking
- Show how you and brother and sister members will be affected
- Use your own words, not a mimeographed or form letter.
- Request action
- Time your letter, if possible, for greatest impact
- Write a letter of thanks when your legislator's action pleases you